

Implementation of Labour Welfare Provisions in Textile Industry Haryana: An Analysis



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Abstract

Workers are main pillars of tremendous development of textile industry in India and we all are aware that Haryana holds a very important position in this sector. Like every human beings, workers do have right to live a healthy, comfortable, hygienic, safe life not only in industrial premises, but also where they live with their family members. Welfare provisions are very important to provide such life to the workers. Welfare provision generally may be defined as; such amenities, facilities and legislative measurements, which play an important role in improvement in worker's life.

Study is conducted through descriptive-diagnostic research design. A sample of 200 workers is collected through stratified sampling method from the textile industries Haryana. The main objective of the study is to measure satisfaction of the workers in textile industry about the welfare provisions. The paper also attempted to find relationship between various socio-economic factors and satisfaction with welfare provisions in the industry. It is explored that implementation of welfare provisions is very poor. Except first aid box and one or two things, industry provides nothing on the name of welfare provisions to the workers. Majority of the workers are not satisfied with the welfare provisions of the industry. The results of the study would assist management of textile industry to apply corrective measurements in order to improve the level of satisfaction of workers with welfare provisions.

Keywords: Worker, Factory, Wages, Morale, Productivity, Labour Legislation, Labour Welfare.

Introduction

Labour welfare is an inclusive as well as flexible term, which includes two types of provisions; implemented by employer for the workers. There are some provisions, which are statutory in nature and these are mandatory for employer to implement in the undertaking and other are not legally bound for them, but these are also suggested to apply for the further welfare of the worker. Workers do have right and privilege of healthy and satisfactory working conditions and better facilities of accommodation, mental and physical health. Such type of all the provisions and amenities are considered under welfare provisions. Generally welfare provisions are of two types i.e. statutory and non-statutory. Statutory welfare provisions includes; washing facilities, facilities for storing and drying cloths, facilities for sitting, first aid box, canteen, shelter, rest room, lunch room, crèches and appointment of welfare officer, whereas non-statutory welfare provisions are; educational facility, housing facility, loan, advance, recreational facility and transportation facility etc. Basically welfare provisions are based on the philosophy of democratic values and equality, therefore, these facilities should be provided for workers as are to civil citizens by a responsible and representative government. Unfortunately, an implementation of welfare provisions in textile industry is not satisfactory. Canteen, lunch room, rest room, proper washing and drying facilities are almost missing in maximum of textile industry in Haryana. The situation of non-statutory welfare provisions is worse. Study shows that housing facility, educational facilities, loan and transportation facilities are almost negligible. Transportation facilities are provided by only few of large scale industry or by that industry, who are suffering from extreme worker's attrition.

In the rapidly changing social environment, globalization, modernization, industrialization and employability, now workers working in textile industry are not doing seasonal or part time job. Use of technology, hi-tech harvesting instruments and increasing population are also diminishing opportunities of employment in agriculture sector, therefore, workers are now fully dependent on their job in industry. Whole family of the worker is dependent on him. Therefore, welfare provisions are very important for workers, their family members and industry also. Welfare provisions help workers to feel free from various unwanted and difficult situations at work place and anxiety of family members. These facilities and privileges provide satisfaction to workers and workers as morale boosters for them. A worker with high morale and high level of satisfaction deliver high productivity to industry and in the long run, it helps an industry to increase production and maintain harmonious relationship in industry. It has studied in various research works that if workers are provided welfare facilities, they feel more concentration on work, work with new energy in industry and feel a sense of involvement with their employer. Welfare measurement has long lasting and virtual impact on the industry, workers and society.

Review of Related Literature

Ulle, S. R et al (2018) conducted a study on 'The Impact of Labour Welfare Measures on Employee Satisfaction'. Research design is adopted for the study is descriptive and sample of 250 respondents are selected through convenient and simple random sampling. Primary data is collected through questionnaire and secondary data is taken from industry records, journals and books. The main objective of the study is to know the satisfaction of employees with labour welfare measurements. The major findings are that workers are not satisfied with the sitting arrangement. Workers said that canteen facility to be improved. It is found that there is a positive relationship between labour welfare and employee engagement activity, hence management should ensure proper implementation of welfare measurements.

S, Poongavanam, et al. (2017) conducted a study on Employee welfare measures and industrial hygiene in Construction Company. Researcher used convenient sampling to choose sample of 120 respondents. The main objective of the study is to know about the employee welfare provisions and industrial hygiene. Major findings of the study are that majority of respondent are not satisfied with canteen facility, around fifty percent respondents either not satisfied or are neutral with the recreational facility. Worker are not satisfied with the sitting facility and role of labour welfare officer. It is suggested by the author that canteen service to be improved and labour welfare officer should be in more touch with employees to know their problems and try to assist them.

Mishra, S, Bhagat, & Manju. (2010) carried out a study on 'Principles for successful implementations of labour welfare activities'. A sample of 100 respondents is selected through simple

random sampling to analyze the effectiveness of the labour welfare implementation in the industry. Major findings of the study are that there is a positive relationship between higher productivity of the industry and effective implementation of labour welfare provisions. It is found that labour welfare measurements are capable to reduce absenteeism, enhance worker's retention and improve the health and hygiene of the workers.

Statement of the problem

Labour welfare provisions are specific in terms of statutory provisions explained under the Factories Act 1948 and are dynamic in view of desirable welfare facilities. Study is undertaken to know the implementation of welfare provisions, satisfaction of workers with them and what necessary steps should be taken to bring improvement in them. Study is carried out in the textile industry in Haryana. Large scale, medium scale and small scale industry are selected to analyze all provisions related to labour welfare. Study will explore the all aspects related to impact of labour welfare provisions for workers, industry and family of workers. Proper implementation of welfare provisions is able to seek cooperation of workers to complete the targets and supply order of industry, betterment in employee-worker relationship and positive impact on the overall health and satisfaction of workers. Therefore, the study incorporated all factors related to welfare provisions in textile industry and its influence on industry and workers.

Objectives of the Study

1. To know welfare provisions in textile industry Haryana
2. To analyze the satisfaction of workers with welfare provisions in industry
3. To provide suggestions for improvement in implementation of welfare provisions

Universe of the Study

The universe of the study is textile industry situated in Haryana State. Panipat, Bhiwani and Hisar are major districts, where textile industry takes place in abandoned. Thousands of workers are working in the textile industry in these districts, which comprises from Rural as well as urban areas. Apart from this, a great number of migrated workers are also working from various adjacent and far flange states.

Research Design

Researcher applied descriptive-diagnostic research design for the study. This paper analyzed the implementation of welfare provisions, level of satisfaction of workers, its impact on the job profile and family life etc. In the end, researcher provided suggestions for management of industry about improvement in welfare provisions. Therefore, descriptive-diagnostic research design is suitable for this research work.

Selection of Sample

Researcher selected the sample of 200 workers from textile industry, working in production, cleaning and winding sections of the six textile industry. Six textile industry are selected for the study i.e. two large scale, two medium scale and two small

scale. Each of the industry has more than five hundred workers.

Collection of Data and Tools for Data collection

Primary and secondary both type of data is utilized for the study. Primary data is collected through interview schedule and observation and

Analysis of Data

Statutory welfare facilities in the industry

Table No- 1.1 Responses about the know about the various statutory welfare facilities in the industry

Response	Number of Respondents	Percentage (%)
Yes	101	50.50
No	76	38.00
Can't say	23	11.50
Total	200	100.00

Above table highlights that out of 200 respondents, 50.50 percent told that they are aware about the welfare services, and 38.00 percent are not

secondary data is taken from internal records of the industry, Ministry of textile, Ministry of labour and online data from various websites.

aware and 11.50 percent respondents are with the view that they can't say anything.

Satisfaction with Statutory Welfare facilities

Table No-1.2 Responses about the satisfaction Level of Workers about Statutory Welfare facilities in industry

Sr. No.	Responses	Satisfied	Neutral	Dissatisfied	Total
1	Washing facilities	12(11.88)	03 (02.97)	86(85.14)	101(100)
2	Facilities for storing and drying clothes	10(09.90)	03 (02.97)	88(87.12)	101(100)
3	Facilities for Sitting	07(06.93)	02 (01.98)	92(91.08)	101(100)
4	First Aid Box	31(30.69)	05 (04.95)	65(64.35)	101(100)
5	Canteen	41(40.59)	03 (02.97)	57(56.43)	101(100)
6	Shelter, Rest Room, Lunch Room	7(06.93)	02 (01.98)	92(91.08)	101(100)
7	Crèches	19(18.81)	03 (02.97)	79(78.21)	101(100)
8	Welfare Officer	21 (20.79)	04 (03.96)	76(76.23)	101(100)

About the statutory provisions of welfare provisions, highest responses are received for two category of provisions facility for sitting and shelter, rest room and lunch room, where 91.08 percent respondents are dissatisfied, 06.93 percent satisfied and 1.98 percent are neutral. Second highest responses are received about the facility for drying and storing clothes, 87.12 dissatisfied, 09.90 satisfied and 02.97 respondents are neutral. About the washing facility, 85.14 percent respondents are dissatisfied, with 11.88 percent satisfied and 02.97 percent neutral responses. About the crèches, 78.21

respondents are dissatisfied and 18.81 percent satisfied and 02.97 percent are neutral. About the welfare Officer, 76.23 percent respondents are dissatisfied, 20.79 percent are satisfied, and 03.96 percent are neutral. The observation about provision of First Air box, 64.35 are dissatisfied, 30.69 percent satisfied and 04.95 percent are neutral. The last variable about the facility of canteen, 56.43 percent are dissatisfied, 40.59 percent satisfied and 02.97 percent are neutral, which are significantly much better response as compare to above all provisions.

Non-Statutory Welfare Facilities in the Industry

Table No-1.3 Distribution of the Responses about non-statutory welfare facilities in the industry

Response	Number of Respondents	Percentage (%)
Yes	93	46.50
No	85	42.50
Can't say	22	11.00
Total	200	100.00

In the above table no 4.27, respondents are asked about the non statutory welfare provisions in their factory. It was found that 46.50 percent respondents are

aware, 42.50 percent are not aware and 11.00 percent were not able to have any say on this.

Satisfaction from Non-Statutory Welfare Facilities in the Industry

Table No-1.4 Distribution of the Responses about Satisfaction from non-statutory welfare facilities in the industry

Sr. No.	Responses	Satisfied	Neutral	Highly Dissatisfied	Total
1	Educational facilities	15 (16.12)	07(07.52)	71(76.34)	93(100)
2	Housing Facilities	13(13.97)	06(06.45)	74(79.56)	93(100)
3	Recreational facilities	22(23.65)	04(04.30)	67(72.04)	93(100)
4	Transportation facility	19(20.43)	18(19.35)	56(60.21)	93(100)

About the non-statutory welfare provisions in industry, highest responses are received on housing facility, where 79.56 percent respondents are

dissatisfied, 13.97 percent are satisfied and 06.45 percent are neutral. Second highest responses are received for educational facility, where 76.34 percent

are dissatisfied, 16.12 percent are satisfied and 07.52 percent are neutral. Similarly, about the recreational facility, 72.04 percent respondents are dissatisfied, 23.65 percent are satisfied and 04.30 percent are neutral. Last responses are received about transportation facility, where 60.21 percent are dissatisfied, 20.43 percent are satisfied and 19.35 percent respondents are neutral.

Findings of the Study

1. The data showed that there are almost fifty percent workers in textile industry, those are not aware about the statutory welfare provisions for them. It is observed from the data that maximum workforce in textile belongs to semi-skilled and unskilled category. Though they are aware about the wages and other monetary benefits but the situation of awareness about welfare provision is different. Despite of increasing educational facilities and awareness in the society, workers are unaware about such facilities, those are statutory in nature and it is mandatory for industry to implement them. It is highlighted in the reference to the facts provided by the workers that ignorance level of the workers, give space to the management to avoid or just do formalities on the name of welfare provisions for the workers.
2. From the table no. 1.2, it is explored that main facts are that on the name of welfare facilities, there are almost formalities in the textile industry. Textile work is heavy work, which cause mental and physical tiredness and fatigue to the workers. They need facility of lunch room to eat their food comfortably, they need rest rooms to take rest in between the gaps of working time, but they lack any shelter, restroom or lunch room. The wishing, drying and storing the clothes is also very important for every person but maximum workers don't have house provided by the factory. Hence, no home, so no such facility. Those are having factory allotted house, the responses of these are also dissatisfactory. Only those are allotted houses on ground floor, are satisfied, otherwise majority of them are not satisfied. The size of house, sanitation, hygiene is very poor. This fact is observed by the researcher, while visited the worker's housing colony. Industry has not given much attention towards the crèche facility, few factories are providing it but workers are not satisfied with this. There are comparatively better responses about the canteen and first aid box. Canteen and first aid box is there but workers are not happy with the quality and sufficient quantity. At last, majority of the workers are not satisfied with the welfare officer. Workers are with the view that Welfare officer has not much to do with the concerns of the workers. They feel, Welfare Officer only do, what is said to him by the management. Surprising fact is that many of the workers even are not aware about the welfare officer.
3. More than fifty percent are not aware about these facilities. Non statutory welfare services are also very important for workers. These facilities fulfill

the basic needs of the workers about house, education etc. But unfortunately, the awareness level about these services is very low among the textile workers.

4. In the table no. 1.4, it is highlighted that majority of respondents are not satisfied with the housing facility. Only few of large scale industry provide housing facility and number of large scale textile units are very low in Haryana. Majority of mills are medium and small scale, therefore, there is not any such provision by small scale and medium scale size textile industry.
5. There are not any educational facilities for workers and similar responses are received about the transportation facility. However, there are some industrial units those provide transportation facility for workers. The fact is very obvious and easy to understand that textile industry has shortage of workers; maximum workers don't want to stay at one place for long time due to lack of good wages, working conditions, housing facility and others. Therefore, it becomes necessary for management to arrange transportation facilities for them and bring workers to industry from long distances, some from 40 to 50 kilometers also.

Suggestions

Situation of welfare arrangements for workers is very poor so there is need of radical changes in this area. Proper cleanliness, health and hygiene should be maintained in canteen. Sufficient housing facility should be arranged, particularly for those, who are migrated from other states and those are with family. Shelter, rest room and lunch rooms are just for the sake of name. Working conditions in textile industry are very hard, full of dust and fumes, chemicals etc, hence management need to provide these facilities for workers so that workers may take rest in interval time and take their lunch in a relaxed way. In many places, it is observed by the researcher that mothers are on their job with little baby but there is not any crèche facility. It should be provided to such female workers, so that they can properly concentrate on work and there should not be any risk for little baby in the industrial premises. Workers are not satisfied with the role of labour welfare officers. Many of them even not aware about him, therefore, labour welfare officer need to be more vocal, build more relationships with worker and work on labour welfare issues genuinely. Moreover, management should provide autonomy to labour welfare officers, so that they may take proper decisions on the welfare issues of the workers. Apart from this, Government do has an important role to have an effective check on this and workers themselves need to be aware and raise the issues in front of management about proper implementation of the welfare provisions.

Conclusion

Workers are not satisfied with welfare provisions in textile industry in Haryana. Implementation of maximum welfare provisions is very poor. Facility for sitting, canteen, rest room, washing and drying clothes are very important for workers. But management doesn't have any attention

towards providing welfare provisions to the workers. Permanent workers are satisfied with some of facilities as; housing, role of labour welfare officer and recreational facilities but these should be equally available for both workers permanent and temporary. Transportation facility is provided by only those factories, which are facing worker's shortage at great extent, though the number of such industries is very low. Lack of proper welfare facilities in the industry effects the production of the industry, productivity of the workers, morale and job satisfaction of the workers. In the end, it is concluded that implementation of welfare services for workers would enhance productivity, worker's engagement, brand name of the company, efficiency and satisfaction of the workers, hence necessary actions should be taken by the management to ensure welfare facilities for workers, which would be helpful in accomplishing the goals of the organizational as well as workers in a proper and effective manner. Welfare provisions have capacity to attract the worker and feel happy to work at such place.

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