A STUDY ON LABOUR WELFARE MEASURES IN SELECTED TEXTILE INDUSTRIES IN SIPCOT AREA PERUNDURAI, ERODE DISTRICT OF TAMILNADU STATE

Dr. A.C. DEEPA
Assistant Professor Department of Corporate Secretaryship
Dr.N.G.P Arts and Science College
Coimbatore-48

M.PRAKASH
Research Scholar,
Dr.N.G.P Arts and Science College
Coimbatore-48

Abstract

Labour welfare is a wider concept compared with health and safety measures, on account of today era is very industrialized, competitive and technological based one. Above prescribed concepts derived from particular consideration. At the same way each and every industrial worker should satisfied through benefits, here benefits means in the form of any welfare to industrial workers. Labours is considered as an important person in all working areas. Labour welfare legislation regulates industries for well management of industries and protects the employees. 60% or 65% of Industries development mainly depend upon labour of the concern. Today era about number of labour and industries more and more so, government must strict the rules and regulation imposed on labour of the concern. For example, Factories Act-1948, Trade union Act-1926, Industrial Dispute Act-1947, Payment of Wages Act-1936 etc., any such industrial concern act opposite or breach some rules and regulation they are punishable with imprisonment and penalties.

Keywords: Labour Welfare, Industrialized, Welfare Legislation, Imprisonment and Penalties.

I. INTRODUCTION

This scope is wider concept on account of large area are covers under these concepts. Finance is life for all the business concern. At the same way labour must considered as prime in industrial units. Welfare facilities are one of the essential for labour of the concern. Both of the basic measure must fulfill through welfare facilities. Second important provide to health and safety measures. Labour is considered as one of the human resource. Company production or productivity increase through laborers so human resources is must developed through basic amenities such as welfare facilities in the form of rest room, canteen facilities, light facilities, drinking water, these are called statutory measure and other non-statutory measures are as medical facilities, transport facilities etc., today trend about industrial growth and mass of labour condition both are very rapid developed and competitive one. Labour satisfaction and productivity based on certain consideration in the form of monetary and non monetary benefits. And government may promote and safeguard the labour of industries through implementing certain

**Meaning of Labour Welfare**

Employee welfare means something benefits to labours life. Labour can expect different amenities from their company. For instance, canteen facilities, rest room, toilet, drinking water facilities, light facilities and other facilities are as follows; bonus, pension, maternity allowance, gratuity, and provident fund etc.,

**Types of Labour Welfare Measures**

- Statutory Welfare Measures
- Non-Statutory Welfare Measures

**Statutory Welfare Measures**

1. Drinking water facilities
2. Rest room facilities
3. Toilet facilities
4. Canteen facilities
5. Lighting facilities

**Non-Statutory Welfare Measures**

1. Transport facilities
2. Medical facilities

**Statement of the Problem**

Mostly Large scale industries must follow all the welfare measures. But on the other hand small and medium types of industries don’t follow some facilities. This is the common problems in all the industrial concern. Here statement of the problems is labours does not satisfy some welfare facilities. For example, sick leave, allowance, working hours, compensation, government subsidy, industrial fatigue, working environment etc., so these are the problems are common factor for most textile and apparel industries.

**Objective of the Study**

1. To know about welfare measures in view of labours in provided by textile industries.
2. To know about job satisfaction related to welfare measures.
3. To know about future remedial measures relating to industrial fatigue for improvement of labour welfare measures.

**Research Methodology**

It is the finding again and again until attain the goal. It is long term attempt about particular problems. It is systematically solve the problem in view of universe. It is an endless process.

**Research Design**

Descriptive type of research is used here. It is an arrangement of condition for research study. It contain basic thing about research study. Research problem, sampling design, data collection, tools for analysis and interpretation etc.,

**Sampling Design**

It constitutes universe or a population. It is a part of any group of people. Each and every researcher must decide their convenient or need basis then select sample size. Here sample size 250 out of 850 laborers.

**Data Collection**

It is nothing but collection of fact. The data collection namely two types are as primary and secondary data.

**Primary Data**

The data is collecting from original character or directly from the respondents.

**Secondary Data**

The secondary data is collecting from past record or journal and articles.

**Tools For Analysis Of Data**

- Simple percentage methods
- Rank correlation
- Likert scale
Limitation of the Study
1. The study covers only selected textile industries and not the entire population.
2. The labour does not provide full cooperation because of fear of management.
3. Time and money are limited, so 250 respondents were selected.

Findings
65% of respondents are aware of welfare measures. 70% are satisfied with first aid facilities. 70% of the respondents are in favor of rest hours. 75% are in favor of canteen facilities. 80% are in favor of medical facilities. 65% are in favor of leave allowances. 70% are satisfied with training.

Findings of Rank Correlation
It concludes that the majority of respondents prefer price in canteen foods.

Finding of Likert Scale
Likert scale value is greater than mid-value, indicating the respondents are satisfied.

Suggestion
The company can arrange sufficient first aid and training facilities for workers, as one of the basic measures is not satisfied in view of labour. The company must create awareness programmes about welfare measures. Company can offer leave allowances for worker job satisfaction.

II. Conclusion
The welfare measures are an important concept in all industrial concerns. Most of the welfare measures are satisfied in view of labour; otherwise, few measures need improvement in labour welfare measures in industries.

III. Reference