

A Study on Impact of Labour Welfare Facilities on Worker's Living Conditions (with Special Reference to Women Employees in Garment Industries in Bangalore Urban)

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ABSTRACT

This paper addresses the Impact of Labour Welfare Facilities On Worker's Living Conditions with Special Reference to Women Employees in Garment Industries in Bangalore Urban. Labour welfare today has become a very wide subject in all types of Industries. It is comprehensive dynamic and controversial. It covers vast field particularly of industrial area, labour welfare occupies a very significant place covering abroad field and can note a state of well being, happiness and satisfaction, Conservation and development of human resources. The labor welfare is a part of social welfare which deals with living conditions, health problem of their family and feeling and moods of human beings. Indian workers mostly migrated from the rural areas. Since industry provides better working condition, these people come to the industrial town and settle in the urban area. Also majority of them are uneducated and hence. They are not aware of the responsibilities and duties of the industry and there by toward the nation therefore workers and welfare factor of production. In this way welfare facilities provided to the workers will have good impact on labour and there by on production and profit (Seema Sharma and Kantha Sharma, 2006).

Key Words : Labour welfare, Worker's living conditins, Garment industries

INTRODUCTION

The textile industry quotes that it is the largest manufacturing sector in India, accounting for around 20% of India's industrial output and 37% of total exports. Karnataka's major apparel sourcing destination for the global market, with exports of over Rs. 3000 corer in 2000-01 making it the second largest garments exporter in India. There are 5777 factories in India employing 3,27,397 personnel producing goods both for home market and for export. There are 780 garment-manufacturing units in Bangalore alone. Women form a 80% of the workforce in the industry. A study from Delhi found that accidents, both minor and major, are common in the garment industry. Minor accidents include falls, cutting and bruising, fingers getting trapped into machines and

injuries due to splash of chemicals. (Rangarajan T (2008)

The most common definition of women would be her biological description. They are human species whose members are able to convince carry a fetus give birth and conceive carry a fetus give birth and locate. But this is not a complete women, besides Body a women also has a mind. Soul emotions and behavior. Many disciplines have talked about women but they are all male views in women even women have learnt to see themselves from male point of view.

Historical Development of Labour Welfare in India: Pre- Independence Era:

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which

labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for passing of the Act. Adult labour, however, was not protected in any manner. It was found to be inadequate in many respects. Any how, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Medlock Commission Was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881. The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, cleanliness and for preventing over crowding in factories were also made. The number of working hours for children was reduced to six hours per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one and a half hours rest. Certain provisions were also made for the health and safety of the industrial workers. The outbreak of First World War in 1914 let to a number of new developments. During the war years (1914 to 1918) the number of factories and the number of persons employed where increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important land mark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first Central Trade Union Organization our country, also helped in furthering the cause of welfare movement. Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee Rage Committee in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, crushes, canteens, medical aid washing and bathing facilities, educational facilities etc. for the first time in India. This committee highlighted the import tents of welfare measures for workers in improving their socio- economic life. Vijayeshwara Rao (2004)

Post Independence Period:

After independence, the labour welfare movement acquired new dimensions. It realized that labour welfare had a positive role to play in the increasing productivity

and reducing industrial tensions. The emergence of different central trade union organizations – INTUC (1947), HMS (1943), BMS (1955), CITU (1970), NLO etc., gave a further fillip to the growth of labour welfare movement. Mainly on the basis of the recommendations of the Rage Committee, the Government of India enacted the Factories Act 1948. To draft this important piece of legislation the services of Sir Wilfred Garrett Were utilized. Thus, the Factories Act of 1948 Came into effect from 1st April 1949. Various Labour Welfare Activities were incorporated in different Five Year Plans. Jawaharlal Nehru (1955).

Review of literature:

In this Chapter, the researcher has made an attempt to bring forth relevant literature pertaining to the topic under study. He has scanned a number of journals, books, documents and other materials. This review has been undertaken to understand the legal support to the women employees and facilities provided to them. Relevant areas have been covered and brought forth under appropriate headings as follows;

Royal Commission (1932) In the Commission has made an attempt to study the employee welfare for this number of activities were carried by the royal commission and finally coined the term which must necessarily be elastic being a some what different interpretation in one country to another. The study exhibits employee welfare is necessary foe workers to have growth in the organization. Welfare is included with some safety and health facilities when organization provides welfare facilities for employees there as usually employees increasing there education level and social phenomena's.

The Team of Encyclopedia of Social Science studied industrial system and founding the voluntary efforts that always exist the industrial system and welfare will be increasing the employees' workers and living condition according to law which company will be having providing good welfare facilities that company market values will be increasing.

The International labor organization (ILO): In 1947 organized and International conference and labour welfare facilities and made a resolution in this resolution of defines labour welfare as such services facilities and recreational facilities arrangements for travel to and from work and from the accommodation of the workers. Employees at distance from their houses and such other services amenities and facilities have contributed to

improve the conditions under which workers or employees.

Asian Regional Conference conducted by SAARC Issues on Employee welfare system in that conference some of the recommendation were prepared and the outcome of the recommendation are Employee welfare as a term which is understood includes such services facilities and amenities as may be established in or the vicinity of undertaking to enable the person employee in them to perform their work in healthy congenial surroundings and to provide them with amenities conduction to good health and high moral.

The study exhibits understands the welfare facilities and amenities as by giving by specific organization the amenity of understand specific to enable the person employees in them to perform the work and as usually where welfare facilities will be provides there automatically indicating health workers safety of employees.

The researcher study also the fringe benefits are one of the increasing welfare measure of employees.

METHODOLOGY

Need and Importance of the Study:

The proposed study is oriented to observe the impact of labor welfare facility on workers living conditions" with special reference to women employees in garment industries in Bangalore urban towards enriches their life with qualitative manner.

The concept welfare called a relative many ideas, meaning and connections, for it is related to time and space. The welfare potentially changes, as impact on the system of welfare growing and dynamic, as the result of which its content keeps on varying and has to keep space with the changing time. (Kumar H L, 2009).

The textile industry quotes that it is the largest manufacturing sector in India, accounting for around 20% of India's industrial output and 37% of total exports. Karnataka's major apparel sourcing destination for the global market, with exports of over Rs. 3000 crore in 2000-01 making it the second largest garments exporter in India. There are 5777 factories in India employing 3, 27, 397 personnel producing goods both for home market and for export. There are 780 garment-manufacturing units in Bangalore alone. Women form a 80% of the workforce in the industry.

Many facilities have been introduced by the government but it is not known that whether these

facilities are reaching the level of the women employees in garment or not. Hence, the study is proposed to find out the above quoted issues.

Theoretical frame work of the study:

Labour sector addresses multi-dimensional socio-economic aspects affecting labour welfare, productivity, living standards of labour force and social security. To raise living standards of the work force and achieve higher productivity, skill up gradation through suitable training is of utmost importance. Manpower development to provide adequate labour force of appropriate skills and quality to different sectors is essential for rapid socioeconomic development. Employment generation in all the productive sectors is one of the basic objectives. In this context, efforts are being made for providing the environment for self-employment both in urban and rural areas. During the Ninth Plan period, elimination of undesirable practices such as child labour, bonded labour, and aspects such as ensuring workers' safety and social security, looking after labour welfare and providing of the necessary support measures for sorting out problems relating to employment of both men and women workers in different sectors has received priority attention.

Aim of the study:

The Aim of the Study is to assess the impact of labor welfare facility on workers living conditions" with special reference to women employees in garment industries in Bangalore urban.

Objectives of Study:

The present study was carried out to meet the following specific objectives:

- To study the Socio-demographic profile of the respondents.
- To study the statutory and non statutory labor welfare facilities provided to the women Employees in the garment industries.
- To find out the level of satisfaction about the labor welfare facilities provided to women employees.
- To study impact of labor welfare facilities towards their living conditions.

Hypotheses:

The study was expected to answer following main Hypothesis.

1. The women employees are always least

accessing the labor welfare facilities in garment industry

2. The women employees are always least accessing the labor welfare facilities in garment industry

3. There is need of social worker in the liaison activities to over come ambiguity.

Motivation for the study:

Motivation is very important in the life style of every human being because of all the activities which are done are the results of motivation, from the particular study. Without motivation there will not be an idea without idea there is not attempt and without attempt there is no result. So are each and every result that we got in our life there should be motivation.

It is evident from the various research studies undergone by the researcher that Women's are the only group who engaging the in humanistic work in a garment industries for the improvement of production and good harmonic condition.

The researcher has rich experience to work with them after completion of MSW and before joining to M Phil course. During this time he observed lot of challenges and work stress, unskilled activities of women employees in garment industries, he also came to know that there is a need of analyzing the success of labour welfare facilities to the women employees for doing the things without ignorance and realize them towards their nature of work. Hence, this study is proposed.

Research design:

The study made use of descriptive research design as it deals with an area in which only a few attempts have been made by social work researchers in analyzing the labour welfare facility and present challenges of women employees in garment industries.

Unit of analysis:

Each Women employee in garment industries in Bangalore Urban is the unit of analysis of the study.

Universe of the study:

Women employees of garment industries who are working in the Bangalore urban constitute the Universe of the Present study (Table 1).

Sampling:

Stratified random sampling has been adopted in the present study. The researcher has found junior and Senior Employees (Experience base) category of women employees, etc. By collecting all the information through secondary data decided to go through Stratified Random sampling method. The data has shown in the Table 2.

Sampling details for the present study:

Two industries from each division were selected to choose the respondents. The researcher has mentioned in the above table in detail. Accordingly, there are 11182 total number of employees are presently working in the garment industries. Out of this number, 1602 are women employees. The researcher has chosen 160 (10%) women employees as the respondents by using simple random sampling method

Sources of data collection:

The study requires the collection of both types of data.

- 1) Primary Data 2) Secondary Data

Primary data:

For the present study, the researcher personally collected the data from Women employees who are working at Garment Industries Bangalore by using interview schedule. The primary data involved the socio economic profile of the Women employees, find out magnitude of different policy interventions and their differential acceptance.

Secondary data:

Relevant quantitative and qualitative data also have

Table 1 : Women employees of garment industries who are working in the Bangalore urban			
Sr. No.	Total Division	Number of Industries Registered	Total Number of Garments Industries
1.	Bangalore North	930	24
2.	Bangalore South	125	435
3.	Bangalore Anekal	1847	403
4.	Bangalore east	3879	12
Total	04	6781	874

Source : Department of Factories and Boilers GOK Bangalore

Table 2 : Sample detail of present study

Sr. No.	Division	Industries Name	Total numbers of employees	Women employees	Sampling detail size for data collection
1.	Bangalore North	B.R.F.L Unit .I 57/A III rd Phase Peenya industrial Area Bangalore 560058	1351	193	19
2.	Bangalore South	Glory Garments No.179/180,1 st Floor, K.S.Garden,Lalbagh Road, Bang 27	1421	172	17
3.	Bangalore Anekal	Lily rose fashion no 179/80 1st floor 4th Cross K.S. Garden Lal Bagh Road, Bangalore 560027	1127	178	17
4.		MANPHO Exports survey No. 91/4.102/3. Veerannapalaya Nagawara Bang 45	1901	266	26
5.		Page industries limited , jockey campus, 6/2 and 6/4,hongasandra, Bang.-68	1541	176	17
6.		Sai angels Garments. NO 62 2 nd cross, Bommanahalli Bang.- 76	1256	193	19
7.	Bangaloe east	Shahi export private limited 37/1b, Arekere, Bannerughatta Main Road Bang.-76	1461	299	29
8.		Winwear apparels Karnataka P.V.T L.T.D 49 sarjapura cross road. Koramangala, Bang.-34	1124	125	16
Total No of Sample Taken for the Study			11182	1602	160(10%)

been gathered from secondary sources on Labour Welfare office, Bangalore, Background of Women Employees and their Conditions, , Acts related to the Women's, Role of Government, Impact of Labour welfare facilities to them , etc. Such secondary sources as, census Report of India, and Kuvempu University Library, Shankaraghatta, Report of International Organizations, Books, News Papers, ,journals, magazines, periodicals books etc. Collecting Secondary Data remained a continuous process till the completion of research work.

Data processing and analysis:

After the data collection the researcher coded the data and put it into master sheet. After the tabulation plan was over, the responses were transferred on to a master table and tabulated. Then the data were analyzed with required statistical techniques with the help of computer.

Limitation of the study:

The researches mainly face the problems in getting relevant research materials relating to this problem experienced in Indian context. Hence the research may find difficulties in reviewing the related sources.

The study is confine to Bangalore Urban Garment Industries; however this would become a powerful bench mark for further functions in making readers understandable.

FINDING AND SUGGESTION

Socio –demographic details of respondents:

This part is intended to highlight the socio economic conditions of the respondents. The researcher has indentified age, education marital status, religion, type of family classes of family, no. of total dependents, no. of earning members, nature of community, occupational background, durability of the work of the respondents, and year of experience of the respondents have majorly covered in this part.

- 61.% of the total beneficiaries were young aged less than 27 years.
- 73.% of the respondents are having the education up to below Pre University,
- 50% of the respondents are married.
- 76.% of the respondents are belonging to Hindu religion.
- 81.% of the respondents having a Nuclear family,
- The total number of the dependents to the respondents to their regular life leading situation. Majority *i.e.*, over 67.5%
- earning members presently living with the respondent residency were (35%). Through
- 44.% of the respondents are hail from rural community Background.
- 78% of the respondent's family members still doing agro based occupations over

– as indicated in the data majority *i.e.*, over 81% per cent of the respondents are living the rented type of house,

– It can be confine by the above table that all respondents have been working in the company has permanent employees industries have certain critical announce the job or the respondents once they undergone with rules and regulations of the respondents they will considered as permanent under terms and conditions. Here as per the data all working women are doing their occupations permanent mode.

– Based on the data given in the table the researcher has found that majority *i.e.*, over 70% of the respondents are doing manually type of job

– Based on the data given the researcher has found that majority *i.e.*, over 74% Lee than 5 years of the respondents

Problems faced by women workers:

In this part the researcher focused about the various problem faced by women workers. 23 factors were analyzed in this part. That mainly included inherited social, customs and beliefs, traditional bondages, Social prejudice against working women, Maternity and mother hood, Irregular Menstrual, Health related problems to women, Occupational Diseases, Busy home engagement, Concentrating on family development, Disturbance by family member, Jealousy of family Members, Lack of care takers at home, Unhappy husbands, Coming home at late night. Lack of fair promotion Chance, Discrimination in assignment, Lack of union, Lack of training programme, Discrimination at termination, Lack of healthy working conditions, Lack of rights of women workers, Harassment form bosses, misconduct by male workers factors were highlighted in this part.

Majority *i.e.*, over 34% of the respondents are suffering from the problems of Inherited social customs, beliefs. Over 58% of the respondents agreed that traditional bondage of women workers. Over 59 % of the respondents agreed that Social prejudices are the major obstacles for women in working conditions. The biological functions are also can disturb to work effectively in the public sector. Over 54% of the respondents have agreed that maternity and mother hood, Over 53% of the respondents have agreed that Irregular Menstrual is disturbing their working effectiveness.

This table is the continuity of the former table. It has been depicted that the various problem faced by the

women who are working in the industrial sector. Over 56% of the respondents have agreed that Health related problems are at most obstacles to women in working conditions. Because of poor resistance in their body, it is common that they have suffered lot from Occupational Diseases. It was agreed by majority (56.%) of the respondents. Over 52% of the respondents have agreed that homely affected activities are also causes in disturbing the women at working condition.

Opinion of the respondents about the statutory and non statutory welfare facilities:

In this part the researcher focused about the opinion of the respondents about the welfare facilities. 19 factors were mentioned as welfare facilities quoted by the researcher on the basis of the certain determinants. 10 factors were non statutory facilities were analyzed in this part. That mainly included Cleanliness, Disposable of waste and effluents, Ventilation and temperature, Space, Lighting, Drinking water, Latrines and urinals, Spittoons, Safety, Washing facilities, Places of changing cloths, Storing and drying and cloths, Shelter rest room and lunch rooms, Sitting arrangement, First aid facilities, Canteen facilities, Crèche facilities, Maternity benefits, Women labour welfare, Co-operative society, Housing facilities, Transport facilities, Sports facilities, Reading room facilities, Family planning facilities, Primary health facilities, Recreation facilities, Family counseling facilities, Training facilities factors were highlighted in this part.

According to the data given in the above table, over 58% of the respondents have opinioned that cleanliness is very good in the industrial areas.

Over 37% of the respondents are opinioned that Ventilation and temperature related information is not available. Whereas 40% of the respondents have strongly agreed that Ventilation and temperature facility is very good. And rests *i.e.*, over 18% are satisfied with this facility. The researcher has also collected information about the space in industries. Over 63% of the respondents opinioned that the space facilities in the industries were very good. Over 66% of the respondents opinioned that the Lighting facilities in the industries were very good.

Over 55% of the respondents opinioned that the Canteen facilities in the industries were very good. Over 63% of the respondents opinioned that the Maternity benefits in the industries were very good.

Give your opinion about the following Non Statutory welfare facilities:

All respondents have strongly agreed that Co-operative society facilities are not available in the industries. All respondents have strongly agreed that Places of Housing facilities are not available in the industries. Over 57% of the respondents opinioned that the Transport facilities in the industries were very good. All respondents have strongly agreed that Reading room facilities are not available in the industries.

Over 60% of the respondents opinioned that the Family planning facilities in the industries were very good. Over 67% of the respondents opinioned that the Primary health facilities in the industries were very good. Over 63% of the respondents opinioned that the Recreation facilities in the industries were very good. Over 65% of the respondents opinioned that the Training facilities in the industries were very good.

Respondents opinion with regard to the uses of welfare facilities in improving the Living Condition:

Maintaining traditional role of women, Meeting social responsibilities as a women Equality with men, Gaining leadership quality, Undertaking social problems, Meets the specific needs of womanhood, Maintaining family health, Meeting house hold expenses, Providing good education for children, Maintain good relationship with family members, Enhancing their personality, Building up carrier, Contributing to production, Attaining job satisfaction, Decreasing tension at work, Safeguarding Physically, Fulfilling individual ambition and desires, Increasing motivation to work, Improving efficiency, Involving in team work, Improving the work participation, Performing a quality job, Concentration in job, Commitment to work, Loyalty towards organization, Company image factors were analyzed in this part.

The above table shows details of about the effectiveness of these welfare facilities helped to women workers to improve their Living Condition. Over 61% of the respondents have agreed that welfare facilities are helped to working women in maintaining traditional role of women. Over 66% of the respondents have agreed that welfare facilities are helped to working women in Meeting social responsibilities as a women Equality with men. Over 64% of the respondents have agreed that welfare facilities are helped to working women in Gaining leadership quality. Over 58% of the respondents have agreed that welfare facilities are helped to working

women in undertaking social problems. Over 52% of the respondents have agreed that welfare facilities are helped to working women in meets the specific needs of women hood.

Over 61% of the respondents have agreed that welfare facilities are helped to working women in maintaining family health. Over 68% of the respondents have agreed that welfare facilities are helped to working women in Meeting house hold expenses.

Over 59% of the respondents have agreed that welfare facilities are helped to working women in building up carrier. Over 63% of the respondents have agreed that welfare facilities are helped to working women in Contributing to production. Over 61% of the respondents have agreed that welfare facilities are helped to working women in attaining job satisfaction. Over 55% of the respondents have agreed that welfare facilities are helped to working women in decreasing tension at work. Over 56% of the respondents have agreed that welfare facilities are helped to working women in Safeguarding Physically.

Suggestions:

Lots of improvement is required in every sphere of life and there is no exception to an industrial organization that researcher has found during the visit and having close contact with the workers. The researcher has found the several findings based on that suggestions have given in flowing

1. It is suggested that management should take steps to provides neat & clean working conditions so that it does not cause any bad effect on the health of the employees.
2. For safety and accident prevention personal factors liken negligence, over confidence, carelessness, vanity etc. and material factor like unguarded machinery, explosive defective equipment should be avoided.
3. Employer should avoid harsh attitude with the workers so that they can co operate with them.
4. Long working hours should be avoided because working hours cause bad effect on the health of employees.
5. Strict attitude of granting leave and holiday's facility must be avoided and for genuine reason worker should be allowed to go on half pay leave, it effective way of dealing.
6. Most of workers do not avail canteen facility. So, necessary steps should be taken so that canteen facility should be availed of.

7. Management must attend the suggestion of the employees.

Conclusion:

The term of welfare indicates many ideas meaning and connotations, such as the state of wellbeing, health, happiness, prosperity, and the development of the human resources. The welfare has been described as total concepts. It is desirable state of existence involving the physical, mental, moral and emotional wellbeing. These four elements together constitute the structure of welfare which is totally based.

The form of welfare keeps always on growing this process of growing depends upon coincidence of the community, the scientific advancement of a nation. Hence its meaning and components differ from country and from place to place.

The labour welfare is also positive concept. In order to establish minimum level of welfare, it depends certain minimum acceptable biological, psychological and social condition of existence. These positive matters subsets for society existence as well as insurance education, recreation, job security etc. such facility enable the workers perform his duty better and level regard family life and social life.

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