ABSTRACT AND KEY WORDS

Labour is the main factor which constitutes the material foundation of the society. Man’s economic activity centers primarily on production. Labour is said to be the primary factor of production and hence its role is of great importance. An industry is certainly not a place where workers and employers try to get the maximum from each other. Both labour and management can do a lot more if and when they work together as partners in an enterprise. So, an exploratory study has been designed to analyse the labour welfare measures prevailing in the selected Public Sector Undertakings of Kerala. For this purpose 255 employees were selected by following multistage random sampling technique. Labour welfare measures can be classified as statutory labour welfare measures and non-statutory labour welfare measures. Majority of the employees have only partial awareness about the statutory labour welfare measures. Employees are not satisfied with the functioning of monitoring agencies. Lighting and ventilation, sanitary facilities, drinking water, canteen, first aid appliances, noise and temperature controlling facilities, and facilities for sitting are the most essential statutory labour welfare measures. Recreational facilities, Transport Facilities, Medical re-imbursement, Night shift/Special risk allowance, Festival advance, and counseling service are the most important non-statutory labour welfare facilities. Higher grade employees are more satisfied with labour welfare measures than lower grade employees. Employees of units running at loss have more satisfaction with statutory and non-statutory labour welfare measures than employees of profit making units. Classification of employees on the basis of size of organisation (based on number of employees) made it clear that employees of medium size units are more satisfied with labour welfare measures than employees of large and small units. There is significant difference in the satisfaction level of male and female employees with statutory and non-statutory labour welfare measures. Male employees are more satisfied than female employees.

Key Words
- Public Sector undertakings
- Labour Welfare Measures
- Statutory Labour Welfare Measures
- Non-Statutory Labour Welfare Measures