Chapter-I

Introduction and Methodology

- Introduction
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‘Welfare’ is a broad concept “referring to a state of living of an individual or a group, in a desirable relationship with the total environment global, economic and social.

Labour welfare may be viewed as a total concept and it is desirable state of existence involving well-being, social, economical, physical, mental, moral and emotional attitude of the workers. These elements together constitute the structure of welfare on which its totality is based.

The relativity of the concept of welfare implies that welfare is relative in time and place. It is a dynamic and flexible concept, and hence its meaning and content, differ from time to time, region to region, industry to industry depending upon the value system, level of education, social customs, degree of industrialization among general standards of the socio-economic conditions of the people (B.D.Ravath, 1988).

Labour welfare has both positive and negative aspects. The positive aspect implies the setting of minimum desirable standards and the provision of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation etc. Such facilities enable the worker and his family to lead a good work life,
comfortable family life and pleasant social life. On the negative side, the labour welfare operates to neutralize the harmful effects of large scale industrialization and urbanization.

The aim and objective of labour welfare activities is partly philanthropic and partly humanitarian. It is intended to enable the workers to enjoy a better, a fuller and richer life. But it is partly beneficial to improve the efficiency of the workers, and it is directed to develop among them a sense of responsibility and dignity and thus make them worthy citizens of the nation. Another objective of labour welfare is to ensure the future needs and aspirations of the labourer. The meaning, scope, motives and purposes which have prompted the adoption of welfare measures have varied from time to time and place to place.

The various definitions of labour welfare also stress the need for these kind of socio-economic measures to improve the productivity in the industry on one hand and good family life and social life on other hand.

Labour welfare activities in India were largely influenced by humanitarian needs and legislations. Several acts were passed to provide facilities and amenities to the workers such as: Fatal Incidents Acts of 1853, The Merchants Shipping Act of 1859, Indian Factories Act in

A number of committees were also set up by the provincial governments to enquire into the working conditions of labour including the providing housing facilities, the committees such as Bombay Textile Labour Enquiry Committee (1937), The Kanpur Labour Enquiry Committee (1937), The Central Provinces Textile Labour Enquiry Committee (1938), and the Bihar Labour Enquiry Committee (1938), and 'The Labour Investigation Committee 1944.

In May, 1955, the grand charter of labour, popularly known as the Declaration of Philadelphia, was adopted by the member states of the I.L.O. Among its aims and objectives, the Declaration said that labour is not a commodity and that it is entitled to a fair deal as an active participant in any programme of economic development or social reconstruction. The Second World War brought about far-reaching consequences in all fields of activities.

After Independence, the labour welfare movement acquired new dimensions. It was realized that labour welfare had a positive role to play in increasing productivity and reducing industrial tension. The State began to realize its social responsibilities towards the weaker sections of society.
The emergence of different central trade union organizations – INTUC (1947), HMS (1948), UTUC (1949), BMS (1955), CITU (1970), NLO etc., gave a further fill up to the growth of labour welfare movements (Ramachandra Rao, R. 1997).

Various labour welfare activities were incorporated in different Five Year Plans through its legislations. Now the Government is playing a triple role that of a legislator, administrator and promoter. In spite of all these efforts, the welfare work in India is still considerably below the standard set up when compared to the work in other countries. This is clearly evident from the findings of several research studies that were conducted from time to time across the country.

Labour welfare is an extension of the term welfare and its application to labour and includes both the social and economic contents of welfare. The labour welfare occupies an important position in every society but the same has not always received requisite accreditation. If we study the labour welfare services as organized by industry and talk to the personnel responsible for their maintenance, in widely different positions, some deny any social obligation on industry; others insist that the undertaking provides comprehensive welfare services for workers and their family (K.N.Vaid, 1970, p.9). Between the absolute denial and total acceptance, there exist difference combinations of the two polar
positions. It has been strengthened with the remarks of Todd, A.J. (1933, p.250) "a series of shortly diverse opinions exist for the motives and merits of the industrial welfare work."

**REVIEW OF LITERATURE**

A developing country like India cannot afford to neglect the problems of the working class which contribute to the economic growth of the country. In this context the labour welfare work assumes significance as it is assigned a pioneering role in building up an abiding mutual faith between the management and employees and their trade unions in establishing proper industrial relations.

In view of the importance that has been attached to the labour welfare for proper industrial relations, a brief review of literature in the area related to the present research problem has been presented in the following pages.

Following are some of the important findings and recommendations of the studies and committees with regard to labour welfare.

The Royal Commission on Labour Welfare headed by J.H. Whitely, submitted its report in 1931. The recommendations of the
Royal Commission on Labour laid down the framework for the extensive implementation of welfare measures in the country.

Mahatma Gandhi (1933) through his general programme for the upliftment of the toiling masses of the country, made considerable impact upon the concept of labour welfare in India. He made it clear in these words "I do not want anything more for workers and peasants than enough to eat, and house and clothing themselves and live in ordinary comfort as self-respecting human beings".

The National Planning Committee (1937) appointed a sub-committee on labour to investigate various labour problems. It suggested a system of contributory and compulsory insurance for industrial workers.

The Labour Investigation Committee (1946), popularly known as Rage Committee highlighted the need for strengthening the enforcement machinery for effective implementation of laws.

The study of Zacharaiah (1954), based on a sample survey of manufacturing undertakings in Bombay, observed that better working conditions and adequate provision of welfare services would contribute much to harmonious industrial relations.
Saxena, R.C. (1963) in his book “Labour Problems and Social Welfare,” has stressed the primary purpose of the labour welfare is the socio-economic upliftment of workers, to secure for them better civic and social services and to bring a measure of cheer in their lives. A unified system of administering and financing extra mural labour welfare schemes will also benefit workers employed in unorganised industrial sector.

Mr. Khijy, C.H., (1966) in a study at a coal mine found out the following facts: The workers are aware of welfare facilities. Participation in various recreational activities is very poor because facilities are inadequate. Housing has been provided to very small percentage of workers. Medical facilities are satisfactory. The canteen is too small for the big work force, food staff is not satisfactory. Workers feel that the activities are helpful for their development but existing facilities are not adequate.

Moorthy, M.V., (1968) in his book, “Principles of Labour Welfare”, states that the Labour Welfare has two sides - negative and positive. On the negative side, it is associated with counteracting of the harmful effects of large scale industrialization on the family and social life of the workers. While on the positive side, it deals with provision of
opportunities for the worker and his family for a socially and personally good life.

The research work of Misra (1971) aimed at sociological analysis of the labour welfare problems of sugar industry. The study pointed out that provisions for leaves and holidays, lighting, housing, medical care and education were far from satisfactory.

In a study made by Verma (1971) in Jamshedpur, proved that the correlation between welfare expenditure and average productivity was significantly positive but between welfare expenditure and profit was found to be negative.

According to Koshi J., (1971) in a study of employee benefits and services in a newspaper concern, Kerala, it was found that the company is providing almost all statutory amenities prescribed in Factories Act, 1948. Working conditions are satisfactory and non satisfactory amenities provided to employees were partial in nature.

M.G. Sarvade (1972) in a study of Labour Welfare activities in a pharmaceutical unit at Bombay found out that 87% workers were satisfied with the statutory welfare facilities and all workers were utilising these facilities. In the crèche the babies were given good care.
Voluntary welfare facilities include housing, transport, recreation, education and medical facilities and co-operative societies.

In the words of Shri V.V.Giri (1972), “true welfare work in industry is a question of advancing the workers physical, emotional and moral well-being in order to make his life worth-living and not a matter of throwing crumbs of charity, to him. Real welfare is not amenities, but the right atmosphere where the worker can breathe an air of growth and development and think constructively, so as to understand the plans and interplay of his sub-conscious institutes and conscious emotions”.

The study made by Sahoo and Swarup (1972) threw light on the magnitude of the problems of industrial labour in Orissa during the post-Independence period, specially during 1961-70. The study concluded that most of the managements consider expenditure on welfare activities as a total wastage and not as an investment. It also made the conclusion that the multipurpose labour welfare centres are not functioning as expected.

In Ahmedabad, an important textile city in India, a study of workers’ needs and welfare was conducted by Verma (1973), with regard to welfare facilities. He came to the conclusion that the housing conditions were bad and that the felt-need of the workers was
particularly related to such facilities as sanitation, primary schools, cooperative housing society and vocational education.

The work of Hrishikesh (1974) was concerned with the study of the development and problems of social security in the context of economic backwardness and the requirements of economic development. The study concluded that social security measures promote the commitment of labour to industrial life, reduce absenteeism and encourage attitudes favourable to economic development while covering the major trends in the evolution of social security.

According to a study conducted by Koshal (1975) despite statutory provisions and enforcing agencies in India, the welfare facilities were absent and cement industry was the only industry where provisions were adequately enforced. The study suggested the need for overhauling and tightening the machinery of inspection.

Bhattacharya (1978) made a comparative analysis of the different phases of social security measures in India and in the other developed countries. The study suggested that the Government of India should set up a research centre for an analytical study of a social security measures for millions of workers in the country on the field in the factories and the mines.
While discussing the various aspects of work and their relation to productivity, Ramakrishnan (1978) felt that good work environment was important for building up a contented, stable and efficient work force. The study observed that the number of undertakings providing adequate welfare measures for workers inside and outside the factory was relatively small and most of those undertakings were in the public sector are those owned by large houses known for their ‘welfare’ bias.

Moorthy (1982) has asserted that the industrial workers are subject to various handicaps both in their work life and in their community life, and the removal of these handicaps is a part of the function of labour welfare.

A study conducted by Saiyadin (1983) examined the purpose and the cost of non-statutory welfare activities for the organizations. The study brought out an important conclusion in respect of cost that the public sector organizations spend more on welfare activities, as compared to private sector organizations.

Prayag Mehta (1985) undertook a case study of central welfare organizations, which are meant for the purpose of administering welfare funds created in India to provide welfare facilities with a view to improve the quality of organized and scattered workers like those in mica, iron and manganese ore mines and beedi industries. The Study
concluded that welfare organizations needed urgent reorientation and reorganization with proper administration and organizational structure and management.

Zahuruddin (1985) covered the various problems faced by the beedi and cigar workers and the legislative and administrative steps taken to ensure a better life to toiling workers. He suggested some measures of uniformity in such activities and a definite standard of minimum welfare should be laid down besides the effective machinery are supervising the welfare activities.

In a broader perspective, Ghosh (1987) felt that labour welfare is an essential part of social welfare, which according to him, means the adjustment of the labour's working life and family life to the community and social life around. He supported this argument on the ground that the health, happiness and efficiency of each individual connotes the general well-being of all.

The National Development Council (1992) at its meeting held on 22-23 May, 1992 has approved the draft Eight Five Year Plan. Four-fold focus outlined in the draft plan includes creation of social security net through employment generation, improved health care and provision of extensive education facilities throughout the country and creation of appropriate organizations and delivery systems to ensure that the
benefits of investment in the social sectors reach the intended beneficiaries.

R. Mare Gowd (1992) in his doctoral thesis on "Labour Welfare and Social Security in Mining Industry" (A comparative study of select public and private sector mining units), observed that awareness about welfare measures is high and satisfaction low in the public sector unit. It is quite opposite in the private sector unit. Certain statutory and non-statutory provisions which provide for basic necessities of life are taken more care in the private sector unit that in the public sector unit.

Sankaran, T.S. (1993), in his book “Social Security in the Unorganised Sector in India, Project on Strategies and Financing for Human Development,” stated that social security comprises two types of measures, promotional and protective. Promotional measures consist mainly of employment, training and nutrition schemes, by which persons are enabled to work and earn a livelihood. On the other hand, protective measures consist of schemes by which the State provides the means of livelihood when a person is not able to work.

“The overriding tendency (of the World Bank)” as one ILO document suggested (1994) “has been to criticize existing labour laws and regulations, whenever they may raise the cost of labour and otherwise impede the freer operation of market forces.” The ostensible
objective was to remove rigidities and distortions in the labour market. Labour market regulations are cited specifically as constraints to successful reform.

Sengenberger, Werner (1994) points out that labour standards are found on vast practical experience and the common perceptions of workers, employers and governments in many countries.

Subrahmanyam (1994) in his book “Development of Social Security Programmes in Developing Countries,” defined the concept of social security in its broadest sense, as support provided by the society to the individual to enable him to attain a reasonable standard of living and to protect the standard from falling due to any contingency.

Ghosh, Subratesh (1996) in his book “Indian Labour in the Phase of Industrialization,” stated that the welfare amenities stipulated in the Factories Act, Mines Act, Plantations Labour Act etc., are employment based in the sense that such Acts are applicable to undertakings employing the minimum prescribed number of workers. Outside the realm of these Acts, there are a large number of small scale establishments, which have no obligation, statutory or otherwise, to provide the welfare, amenities to their workers.
Duwury, Nata and Sabu, M.George (1997), in their book "Social Security in the Informal Sector – A Study of Labour Welfare Funds in Kerala," have observed the necessity of welfare funds to meet the demands of the working class movement. It has accepted the need for rationalizing the employee-employer relationship with the help of a statutory labour board and tripartite committees. Many welfare schemes were initiated and implemented in this regard namely Toddy Tappers Welfare Fund, Provident Fund, Old-Age Pension Schemes for Agricultural Workers, Motor Workers Welfare Fund, Head Load Workers Welfare Fund etc.

D.V.Giri and B.P.Rath (1998) in their study critically discussed the working of the Minimum Wages Act in Orissa during the last four and a half decade. The major conclusions of the study observed that in recent years political factors have tended to play a dominant role as compared to other factors in determining/revising the minimum rates of wages in the State. The real value of the minimum wage paid to the workers engaged in scheduled employments was always less than the money value of the minimum wages.

L.K.Deshpande (1999) in his study concluded that the labour standards protect workers against many hazards of an industrial society including loss of job and income. They promote participation in
decision-making and give the workers a say in deciding their future. Labour standards play a promotional role in encouraging public authorities to adopt an active labour market policy which often increases the access of people to employment.

Kannan, K.P. (2001) in his book “State Assisted Social Security for Poverty Alleviation and Human Development: Kerala’s Record and its Lessons,” observed that the establishment of welfare funds for the collective care arrangements was neither in the agenda of the workers’ unions, nor of the political parties to which they are affiliated. Labour relations in Kerala State are characterized by stratification and segmentation embedded in the traditional order.

K.P.Kannan (2002) in his book “The Welfare Fund Modes of Social Security for Informal Sector Workers,” stated that the ever-increasing demand for welfare funds for each and every sub-sector of the informal sector may be viewed as a desperate reaction of the workers for a measure of social security in an unprotected labour market.

Further he states that the majority of welfare funds in Kerala State expand a large chunk of their income for establishment charges. He also stated that the ever-increasing demand for welfare funds for each and every sub-sector of the informal sector may be viewed as a desperate
reaction of the workers for a measure of social security in an unprotected labour market.

Dr. R. Satya Raju (2003), Professor, Department of Commerce and Management Studies, Andhra University, in his article “Social Protection for Labour in Indian Informal Sector” stated that social protection for employees in organized sector has been provided far by the various organizations under the legal enactments of various laws. Most of the organized labour and the unions representing the organized labour also are trying their best to protest their rights relating to social security measures because of their strength, collective action and co-operative attitude.

C.P. John (2004) in his research paper on “Social Security and Labour Welfare with Special Reference to Construction Workers in Kerala,” observed that the attempts at providing social, political society and for economic security to the poor and to the unorganized sectors while comparing the large gaps between the rich and the poor and the unorganized and the organized workers. The Kerala Building and other Construction Workers Welfare Scheme was introduced in 1989 and has been in operation since 1990. In order to analyse the problems revolving around the welfare fund created for them, its impact on the lives of construction workers, and the financial solvency of the fund in the long
run. In his detailed study, he suggested the following points to improve the welfare of the construction workers and the activities of Kerala Building and other Construction Workers Welfare Fund (KBCWWF).

1) The more vulnerable among the construction workers (such as the poor, the disabled, the infirm, the chronically sick and those without family support) may be identified and special welfare schemes may be instituted for them on a priority basis.

2) With regard to the security of the elderly, the ability of the family to discharge its caring responsibilities must be strengthened through support services.

3) If KBCWWF operates without substantial improvement in its revenue collection, it is likely to become insolvent after six to seven years.

4) New members will have to be enrolled in large numbers during the next 15 years since large amounts by way of contributions are necessary for the board for meeting its commitments. Such contribution should not be used to fix the deficit of the fund.

5) There is an urgent need for reformulating the benefit package and strengthening its sources of contribution in order to make the fund totally self financing. Unless corrective measures are taken, KBCWWF would face serious financial consequences in the near future.
6) All construction workers should be made members of the KBCWWF and banks and other financial institutions should be involved the collection of contributions.

7) The contribution of employees/contractors should be substantially enhanced from their existing levels.

Naresh Kumar and A.S.Sidhu (2005) have made an attempt to identify and study the push and pull factors which influence workers; inter-state migration, on the basis of perceptions of workers. The recommendations are: (1) Better employment opportunities are the most significant factors with maximum percentage of variance which pulls workers to migrate. (2) To fulfill self aspirations has emerged as the second important factor. The analysis revealed that the migrant labour moved out to enjoy freedom of nuclear family and to get rid of burden of debt. (3) Better living conditions emerged as the third important factor which motivated workers to migrate to Punjab. The study observed that there was a general neglect of the issue concerning the labour especially labour migration. Given the slow absorption rate in the urban industrial sector steps should be taken to regulate the large scale labour migration. Appropriate development policies should be incorporated.
Zeenat Hisam (2006) in his study on “Collective Care Arrangements in the Informal Labour Market,” road transport workers observed an overview of the work environment, labour relations and working conditions in the road transport sector addressing issues related to social security through collection in order to solve the hours struggle with low wages, long working hours, poor working conditions, occupational health hazards and lack of social protection. He indicated that membership-based unions/federations have evolved certain collective care arrangements in response to threatening and insecure work conditions.

The Study of Mr.S.Sakthivel and Mr.Pinaki Joddar (2006) reveals that the coverage of social security schemes has been extremely sparse among the economically and socially vulnerable sections. It is also argued that given the poor affordability and lack of an institutional mechanism, any design of social security that relies heavily on a contributory basis is bound to fail dismay.

Mrs.Meenakshi and Mr.Rajeev (2006) have focussed the emerging issues and options with respect to contract labour in Karnataka on their study. They stressed that the industrial sector demands flexibility for the effectiveness in competitive global market. The study finds that while a number of large firms pay wages above the minimum
wage fixed by the State and support an increase in the minimum wage levels, a considerable number of small firms exploit the contract workers in various ways, including through non-payment of minimum wages. The study finds an urgent need to improve social security network and supervisory mechanism for contract labour in the State. They added further through their findings in the study as the general feeling of a large number of firms that contract labour is indeed paid very low wages.

Meenakshi Joshi, (2007), Deputy Project Director (Planning and Monitoring and Evaluation) at the Watershed Management Directorate, Dehradun, Uttarakhand has made an extensive case study on Social Assessment of Labour in Small-Scale Mining from Uttarakhand. The author has taken up the study in Baula; a village in Uttarakhand. Baula river is the largest in terms of area from which mining is permitted, the percentage of labour involved sustenance to the local economy, profits assuring to various players including the government. Its contribution to the local economy is so great that it can be aptly described as the Terai Lifeline. The study made the following findings: The labour colonies are not maintained properly and they are frequently subjected to fire, non-accessibility of basic minimum services like drinking water, sanitation, primary health care, women and children are the most vulnerable to violence, unhealthy conditions etc. In Gaula, women work even in the
advanced stages of pregnancy. Women are often seen at work carrying infants on their back. There have been no regular health screenings of women. In the light of the above findings, certain suggestions are being put forward: (1) Monthly/Weekly/Fortnightly health camps for the labour should be organized. (2) The Government has to start supplying potable drinking water through tankers.

Seema Sharma and Sushma Jaswal (2007), Associate Professors, Department of Human Development and Sociology, PAV, Ludhiana in their article "Enhancing Physical and Psychological Wellbeing of Migrant Labourers" revealed that the migrants from physical distress, government needs to ensure that (a) there should be consulates in the host region with appropriate health personnel and services, (b) the person who is hiring the labour may be in agricultural or industry, should take the responsibility for ensuring the health needs of the hired labour.

Anjan Chakrabarti and Byasdeb Das Gupta (2007) have revealed that the ideological basis of the changes sought in the labour laws. Changes suggested in the labour laws flow from an understanding of labour that is derived from the perspective of capital. The policy goal of the National Commission on Labour recommendations is to position labour in a manner that will ensure the expansion of competitive
capitalism in India. This study deploys the class-focussed Marxist approach to reveal how the National Commission on Labour attempted to change the meanings of labour, the working day, work culture and indeed that of the labour rights as a whole.

NEED FOR THE STUDY

It is evident from the above literature that the empirical studies on different aspects of labour-welfare with reference to small scale and medium scale industries are rather limited and also region based which have not uniformly implemented the welfare measures. Further, the varied conditions of physical, economic, social and infrastructural conditions for the growth and development of these industries also differ from region to region and industry to industry. In order to understand the labour welfare measures / activities in a particular industry we have to assess these conditions apart from favourable environment. Such kind of study is essential to analyse the labour welfare conditions in a particular area or region. Hence an attempt is made here to study the labour welfare measures taken by the HMT Limited IV, Tumkur which is a public sector undertaking. The study is expected to throw light on the perceptions, practices and aspirations of the workers with regard to the management and welfare activities apart from the problems encountered with management with regard to provision of different welfare measures. Further, this kind of study will help to reduce the
research gap with regard to the welfare of the workers. Hence, the HMT Limited IV Tumkur district of Karnataka State has been chosen purposively for the present study.

OBJECTIVES OF THE STUDY

In this context, the present study is carried out to examine the perceptions, practices and aspirations of the workers with regard to the welfare measures that have been implemented from time to time in the industry and to assess the impact of labour welfare measures on production, employment, earnings, safety and satisfaction of the workers. The specific objectives of the present study are as follows:

1) To examine the growth and development of HMT Limited IV, Tumkur of Tumkur district of Karnataka State.
2) To portray the socio-economic profile of the respondents under study.
3) To analyse the implementation of welfare measures of HMT IV Limited based on the perceptions, practices and aspirations of the study respondents.
4) To suggest suitable measures to improve the welfare conditions in the said industry.

METHODOLOGY

The methodological aspect of the study includes the selection of the watch factory, selection of the sample respondents, sources of primary and secondary data, tools of analysis, period of study, and limitations of the study.
Selection of HMT Ltd-IV

The HMT Ltd has a number of manufacturing units as well as marketing units. There are as many as 26 units out of which 17 are manufacturing units, two are marketing units, two are assembling units and the remaining are the administrative and other units.

Out of the seventeen manufacturing units there are five mechanical and quartz watch manufacturing units apart from assembling unit, specialized watch care division, global warehouse and marketing outlets. The five manufacturing units of watch's located in Bangalore unit I and unit II, Srinagar unit III, Tumkur unit IV and Ranibagh unit V. All these factories are manufacturing watches to cater to the needs of the global markets.

HMT Limited-IV has been chosen purposefully for the purpose of present study as the researcher hails from that locality.

Selection of the Respondents

There are as many as 1035 workers engaged in the Tumkur Watch Factory and are categorized into semi skilled 67, skilled 290 and highly skilled 665. Proportionate random sampling method has been used in order to select the respondents for the purpose of present study. Accordingly, 9, 29 and 62 respondents in the categories of semi-skilled,
skilled and highly skilled respectively has been chosen with a total of 100 respondents constituting around 10 per cent of the sample.

Sources of Primary and Secondary Data

The primary data collected from the respondents of the study who are engaged as semi-skilled, skilled and highly skilled workers in the Tumkur Watch Factory IV through schedule and the data has been collected with interview method. The schedule has been pretested and designed in such a way that the collected data is in a position to fulfill the study objectives. Apart from canvassing the schedule, the researcher also had interactions with administrators to cross check the collected data. Focus group discussions were also conducted to ensure the reliability of the data.

The scholar has also collected the secondary data pertaining to the conceptual issues, genesis of HMT factory, growth and development of Tumkur Watch Factory IV, review of literature, welfare measures initiated by the government, labour enactments have been collected. The secondary data was collected from the documentary sources like government reports, census reports, reports, records of HMT Limited-IV published books and journals etc.
Tools of Analysis

The data collected through interview schedule has been classified and tabulated into many tables for analysis purpose. Simple statistical tools like averages and percentages have been used to analyse the data.

Period of study

The primary data was collected refers for the period of 2005 and 2006.

Scheme of Presentation

The present research work has been presented in five chapters. Chapter-I: "Introduction and Methodology" deals with brief introduction, review and methodology of the present study. Chapter-II: Situation of Labour Welfare in India depicts the efforts of the Government in providing the welfare measures. Chapter-III: "Setting" presents the profile of Tumkur district, HMT Limited-IV and the socio-economic characteristics of the study respondents. Chapter-IV "Perceptions, Practices and Aspirations on Welfare Measures and the Respondents" analyses the perceptions and attitudes of the workers towards welfare activities of the concerned factory and Chapter-V: "Summary of Findings and Conclusions" presents the problems encountered by the workers with reference to welfare measures, and conclusions drawn on the strength of the findings. The chapter also mentions a few suggestions in order to strengthen the welfare activities.