CHAPTER II

REVIEW OF LITERATURE

2.1 INTRODUCTION

2.2 HISTORICAL UPBRINGING OF LABOUR WELFARE

2.3 STUDIES ON LABOUR WELFARE

2.4 STUDIES ON MAJOR PERSONNEL ASPECTS LIKE LABOUR ABSENTEEISM, LABOUR TURNOVER AND LABOUR PRODUCTIVITY IN RELATION TO LABOUR WELFARE

2.5 STUDIES ON COTTON TEXTILE INDUSTRY

2.6 RESEARCH GAP
CHAPTER II

REVIEW OF LITERATURE

2.1 INTRODUCTION

Review of literature is an important aspect in any research study as it gives a very deep understanding of the research problem and a quite clear orientation to the researchers. Investigators get a clear sense of focus by finding out what has already been done and the gaps in the research studies. It also helps in shaping and guiding the research in a fruitful direction by offering deep insights and different perspectives on the research topic. In this chapter, an attempt has been made to review and make re-appraisal of the research work done by different scholars on labour welfare in India. The review of literature is classified into various sections that are as follow:

- Historical upbringing of labour welfare which is divided into two phases:
  - Pre-Independence period
  - Post-Independence period
- Studies on labour welfare.
- Studies on major personnel aspects like labour absenteeism, labour turnover and labour productivity in relation to labour welfare.
- Studies on Cotton Textile Industry.

2.2 HISTORICAL UPBRINGING OF LABOUR WELFARE

The philanthropic ideology of early thinkers and philosophers such as Comte, John Stuart Mill, Martineau and George Eliot gave birth to the concept of labour welfare who were shocked by the working conditions of workers in the factories during the first phase of Industrial Revolution. Robert Owen who himself was an employer took initiatives for labour welfare by regulating hazardous working conditions and by advocating an eight
hour working day for workers (Punekar et al., 2012, p.41). Even during the period of shutdown of his mill, he paid full wages to the workers. Robert Owen was the first employer to abolish the system of imposing penalties on the defaulting workers. He desired for a follow up of his ideas and thoughts by other employers as well (Venugopal, 2013, p.141).

2.2.1 LABOUR WELFARE IN INDIA DURING PRE-INDEPENDENCE PERIOD

In India, labour welfare originated in 1850 by the passing of first welfare oriented Apprentice Act. The act was passed with the aim of imparting trade skills to poor and orphaned children by apprenticing them to craftsmen. In 1853, the Fatal Accidents Act was passed to give compensation to the families of workmen who lost their lives as a result of any “actionable wrong”. Then came the Merchant Shipping Act of 1859, which regulated the employment of seamen and provided for their health, accommodation and protection (Sarma, 2011, p.14). But all these legislations were mainly related with the regulation of employment rather than improving the working conditions of labourers.

The first cotton mill started in India in 1850. The miserable condition of labourers in these mills led to the enactment of first Factories Act, 1881. This act fixed the minimum and maximum age of children in factories at 7 and 12 respectively and their hours of work to 9 per day. But this act did not pay attention towards the female labourers and the working conditions of labourers. Hence, the Factories Act (Amendment) Act was passed in 1891. It applied to all factories employing 50 persons or more. The lower and upper age limits for children were raised to 9 and 14 respectively. Employment of women between 7.00 p.m. and 5.00 a.m. was prohibited and were allowed to work for 11 hours a day with one and a half hours’ rest. Provisions relating to better ventilation, cleanliness
and for preventing over-crowding in factories were also made. Again on the recommendations of Factory Commission set up by the Government of India, seasonal factories were covered under the Factories Act of 1911. Group efforts made by The Amalgamated Society of Railway Servants of India and Burma, The Printers’ Union in Calcutta, The Postal Union in Bombay resulted in introduction of insurance schemes, educational stipends and funeral expenses (Sarma, 2011, p.15).

The number of factories were increased during the World War I (1914-1918), but the condition of workers did not improve with the rising prices and profits. Jawaharlal Nehru in his book ‘Discovery of India’ stated that:

Industry developed during the War and produced enormous dividends, 100 percent to 200 per cent, from the jute mills of Bengal and the cotton mills of Bombay, Ahmedabad, and elsewhere. Some of these dividends flowed to the owners of foreign capital in Dundee and London, some went to swell the riches of Indian millionaires; and yet the workers who had created these dividends lived at an incredibly low level of existence in 'filthy, disease-ridden hovels,' with no window or chimney, no light or water supply, no sanitary arrangements. (Punekar et al., 2012, p.156)

International Labour Organisation (ILO) was set up in 1919 to improve the welfare of workers and India became its founder member. In its first meeting in Washington USA, the ILO suggested some changes in labour welfare schemes in India. In 1922, Government of India enacted the Factories Act which applied to all the factories employing more than 20 persons. It was also provided that men or women shall not work for more than 60 hours a week and not more than 11 hours a day. Workers were entitled to one hour of rest after 6 hours of work or two intervals of half hour each (Punekar et al.,
This act was again amended in 1934 and welfare measures were introduced with the provisions of rest sheds and crèches by big factories (Sarma, 2011, p.16). Workmen’s Compensation Act was passed in 1923 to give compensation to the families in case of any mis-happening during the course of employment.

Labour Investigation Committee (Rege Committee) set up in 1944 investigated the different areas in labour welfare such as housing policy, rest and recreation, crèches and canteens, washing and bathing facilities, educational facilities and emphasized the need for strengthening the enforcement machinery for effective implementation of various laws. Again during Second World War (1936-1945) with increase in number of industries, the need for new legislations for the welfare of workers was felt and government took initiatives for providing various welfare facilities to the workers (Sarma, 2011, p.16).

Hence, it can be said that the seed of workers’ welfare was sown during Pre-Independence period. Employers and government started paying attention towards the welfare of workers by passing some welfare oriented laws. The Factories Act with the objective of improving the health and welfare of workers was first passed in 1881. This act was further amended to increase the scope of welfare provisions. But the condition of workers did not improve much due to the lack of proper implementation of welfare legislations. More efforts were needed on the part of employers to improve the working conditions of workers, especially the female workers.

2.2.2 LABOUR WELFARE IN INDIA DURING POST INDEPENDENCE PERIOD

The labour welfare movement gained new dimensions after Independence. Soon after Independence, The Central Government adopted ‘Industrial Truce Resolution’ with the objectives to improve Employer-Labour Relations and to solve problems that hinder
production (Monappa, 2002, p.333). The first step to achieve these objectives and to improve the conditions of workers, was the enactment of the Factories Act, 1948 which was drafted on the recommendations of Rege Committee. This act contains many provisions regarding health, safety, welfare, employment of young persons and children, hours of work, holidays and leaves with wages (Sarma, 2011, p.17).

The planning Commission was set up in 1950 and workers’ welfare was given due attention in all five years plans and various statutory legislations were enacted to protect the interest of labourers.

In the First Five Year Plan (1951–1956) considerable attention was paid towards the welfare of the working classes. It concentrated on aspects like industrial relations, wages, working conditions, employment and training and productivity of workers. During this period various statutory laws like the Plantations Labour Act, 1951, the Mines Act, 1952, the Employees’ Provident Funds Act, 1952 were enacted. A subsidized housing scheme for labour was formulated and implemented in 1952. The State Governments passed various laws on housing for Industrial labour, i.e., the Bombay Housing Board Act, 1948, the Hyderabad Labour Housing Act, 1952, the Madhya Pradesh Board Act, 1950 etc.¹

The Second Five Year Plan (1956–1961) made further development in the field of labour welfare. New laws were made to cover merchant seamen and motor transport workers and women workers. The Employees’ State Insurance and the Employees’ Provident Fund Schemes were made applicable to more workers. A comprehensive scheme known as Dock Workers’ (safety, health and welfare) Scheme was drawn up in 1961. Plantations labourers were given the loan facility for construction of their houses by passing a new

Plantation Labour Housing Scheme in 1956. Various State Governments opened welfare centres and passed number of legislations in the field of industrial housing.²

The Third Five Year Plan (1961-1966) emphasized the need for more effective implementation of various statutory welfare provisions. The plan also recommended setting up of co-operative credit societies and consumer’s stores for industrial workers, and emphasized the role of trade unions and voluntary organizations in administering such co-operatives. Some of the legislative measures during this period include the Maternity Benefits Act, 1961, the Apprentices Act, 1961, the Iron-Ore Mines Labour Welfare Cess Act, 1961 and the Payment of Bonus Act, 1965. During this period, co-operative housing societies also began to make their mark, even though their progress was gradual.³

The Fourth Five Year Plan (1969–1974) witnessed the expansion of the Employees’ State Insurance Act to cover medical facilities to the families of insured persons as well as employees of shops and commercial establishments in some centres. To protect the interests of Contract labour, the Contract Labour Regulation and Abolition Act, 1970 was passed. Through this Act, contractors were made to undertake welfare activities for their workers. The Payment of Gratuity Act, 1972 and the Employees’ Family Pension Scheme, 1971 were enacted during the Fourth Five Year Plan.⁴

The Fifth Five Year Plan (1974–1979) made provisions for labour welfare in various areas to promote industrial health and safety. The Central Staff Training and Research Institute, The Foreman Training Institute, and The Central Training Institutes for

Instructors were set up for imparting training to workers. The expansion of the Apprenticeship Training Programme and initiation of Vocational Training in Women’s Occupations was another step taken during the Fifth Five Year Plan to promote labour welfare.5

In The Sixth Five Year Plan (1980–1985) stress was given on effective implementation of the measures passed in prior legislative enactments. The emphasis was on extending coverage of the Employees’ State Insurance Scheme, the Employees’ Provident Fund and the Family Pension Scheme so that more workers can be given the benefits provided under these schemes. Special programmes were also undertaken by State Governments for the benefit of agricultural labour, artisans, handloom weavers, fishermen and leather workers.6

During The Seventh Five Year Plan (1985–1989) major stress was on labour welfare, improvement in working conditions of unorganized labour. During this period, education programmes and training facilities were initiated for the upliftment of women workers. Thus, during this period the major stress was on upgrading the skills of workers and to educate them and make them aware of various legislative provisions available for them.7

In The Eighth Five Year Plan (1992–1997) government emphasized on improving the quality of labour, productivity, skills and working conditions and provision of welfare and social security measures, especially for those working in the unorganized sector. Industrial and mines safety, skill formation and development, workers' education,

promotion of self-employment, rehabilitation of bonded labour, women and child labour, promotion of a healthy industrial relations and encouragement of workers' participation in management were the prime working areas in this plan.\(^8\)

In The Ninth Five Year Plan (1997–2002) the major stress was given on the improvement of social security measures and labour productivity. Apart from this, resources were directed towards skill formation, exchange of information on new job opportunities, monitoring of working conditions, creation of industrial harmony for healthy industrial relations, and insurance against illness, injury and unemployment for workers and their families. The Ninth Five Year Plan emphasized the need for proper implementation of the existing labour laws.\(^9\)

The Tenth Five Year Plan (2002–2007) emphasized on improving the working conditions, better industrial relations, proper implementation of labour legislations, and launching the welfare activities for benefit of all industrial workers and their families. Vocational training was given special attention in this plan to increase the skilled labour force. Efforts were made to cover the unorganized labour force under the Employees’ Provident Funds Schemes and Employees’ Insurance Schemes. The major objective of this plan was not only to provide monetary benefits (such as minimum wages, overtime, bonuses, etc.) to workers, but also to ensure their proper health and safety during the course of job.\(^10\)

The major focus of The Eleventh Five Year Plan (2007–2012) was on unemployment and under employment, the promotion of regular wage employment opportunities and

---


addressing the continuing unmet needs of workers employed in unorganized sector enterprises.\textsuperscript{11}

The Twelfth Five Year Plan (2012-2017) stresses the demand aligned skill development and significantly stepping up growth in employment in manufacturing sector so that under employed labour force can be given jobs to better paid productive manufacturing and service sector. In this plan emphasis is given to provide better working conditions for women workers to increase their participation rates. Due attention is given towards the coverage of pension, medical insurance and other social security measures to meet the aspirations of the working class.\textsuperscript{12}

It can be said that considerable attention has been paid towards labour welfare by the Government of India in all its Five Year Plans. Enactment of various labour welfare statutes and efforts towards their proper implementation signify that Government as well as industrialists have recognized the importance of ‘labour and labour welfare’ to increase productivity and for overall development of the economy.

\textbf{2.3 STUDIES ON LABOUR WELFARE}

Labour welfare facilities provided by the organisation make the workers satisfied with their jobs and with life. These increase the morale and productivity of workers. In this section an attempt has been made to analyze the various studies which have explored the labour welfare facilities provided by organisations and their influence on workers’ lives.

Salaria, P. & Salaria, S. (2013), in their article titled: “Employee Welfare Measures in Auto Sector”, analysed the existing employee welfare measures and satisfaction level of workers with welfare measures in auto sector companies located in National Capital


Region (India). Based on random sampling technique respondents were selected from four auto sector companies, i.e., New Holland Fiat (India) Pvt. Ltd., HONDA SIEL, Yamaha, and JCB. Percentage method was used to analyze the data and it was concluded that employees in auto sector were satisfied with the intramural welfare facilities but few were dissatisfied with the extra mural welfare measures. Perception of the employees on the total welfare measures was satisfied and very few employees were dissatisfied.

Bhati & Kumar (2013), in their study on “Provision of Welfare Under Factories Act & Its Impact on Employee Satisfaction”, reviewed the welfare provisions provided to employees by Jyoti CNC, Rajoo Engineering, Steel Cast, Atul Auto & Amul industries in Gujarat. They selected 50 employees each from all the four units for the study. They also analysed whether any relation exists between welfare provisions & employee satisfaction or not. By applying correlation and one way ANOVA statistical techniques, they concluded that different welfare provisions provided to employees under the Factories Act, 1948 were having positive relation with the employee satisfaction. They suggested that the provisions provided to employees in each industry should be made more beneficial for their welfare. For this, each industry should appoint welfare officer who can take better care of the welfare facilities for the employees in an industry.

Srinivas (2013), in his article titled: “A Study on Employee Welfare Facilities Adopted at Bosch Limited, Bangalore”, made a detailed analyses of various welfare facilities provided by Bosch Limited, Bangalore. He studied the satisfaction level with various welfare measures among employees of the company. For the study, sample size of 100 employees of the Bosch Limited, Bangalore was selected using convenience sampling technique. It was found that most of the employees were aware about various statutory and non-statutory employee welfare facilities like medical, canteen, safety measures
provided by the company and most of the employees were satisfied with these welfare
cfacilities provided by the company. He suggested that recreation facility should be
provided to the workers to boost their morale and to bring little diversion from their
monotonous routine. Annual health checkups, employee counseling, health camps,
hospitalization facilities should be improved.

Prabhasar (2013), in his study on “Employees Satisfaction & Welfare Measures-A Case
Study with Special Reference to Don Bosco College of Arts & Science, Sogathur,
Dharmapuri”, analysed the employees welfare strategies in Don Bosco College and
studied the awareness about the concept of ‘Employee Welfare’ among the employees.
The information was collected from 80 employees of Don Bosco College. By applying
statistical tools like Simple Percentage Analysis, ANOVA, Correlation and Regression he
found that the employees were satisfied with intramural facilities. In case of extramural
and non- statutory facilities further improvement was needed. He suggested that proper
functioning of existing welfare schemes is need of the hour to motivate the staff. He
further suggested that management should hold sessions with staff to improve welfare
schemes. Overall improvement of welfare activities will help to raise the economic status
of the employees and their standard of living. Introduction of better increment schemes
will help to keep their morale high.

Measures in The Erode District Co-Operative Milk Producers Union Limited”, examined
the level of satisfaction among labourers with welfare measures at Erode District Co-
operative Milk Producer Union Limited and assessed the working environment of
employees in the organization. For the purpose of study, a sample size of 50 employees in
Erode District Co-Operative Milk Producers Union Limited was selected and data was
analysed by applying Percentage and Chi-Square statistical tools. From the given study they found that most of the respondents were satisfied with the provisions provided by the organisation. The organization showed the great deal of transparency in decision making and shared information across all levels. The management believed in having a participative approach in decision making. The researchers suggested that the management should convert satisfactory response into highly satisfactory. Most of the employees desired to have canteen facility from the company.

Samaranthakani & Srinivasan (2013), in their study titled: “Evaluating Labour Welfare Legislation Initiated by Perambalur Sugar Mills Ltd., Eraiyar, Perambalur”, investigated the adequacy of labour welfare legislation in the industry to make the industrial climate progressive. They indicated that the overall labour welfare and statutory measures were fairly satisfactory. The employees were bothered about recreational facilities and hence these can be improved significantly. They suggested that equitable relations between efforts and reward can increase the level of job satisfaction among employees. Job rotations and internal transfers should be treated as good remedies for fatigue and work economy.

Gupta (2013), in his research study titled: “Labour Welfare and Social Security in Globalizing Economy”, emphasized that welfare of labour is an important aspect for the progress of country. Since independence many legislations have been passed to improve the well-being of the workers but unfortunately the employers have not implemented these in their true spirit. The researcher remarked that it is high time that the industrialists must implement the welfare provisions to achieve the goal of democratic country. He stated that workers are the active partners in the industrial undertakings and without their co-operation and good work, discipline, integrity and character, the industry will not be
able to produce effective results or profits. No matter how much efficient the machine touch in any industry may be, if the human element refuses to co-operate, the industry will fail to run. Therefore, the profit of the industry must be shared between employers and workers, the workers being the producers of wealth. The study concluded that workers should be given their due share to increase their productivity and for overall development of the economy.

Kumar et. al. (2012), in their article titled: “A Study on Labour Welfare Measures in Salem Steel Plant, Tamilnadu”, explored the various labour welfare provisions provided by the Salem Steel Plant to its employees and the attitude of workers towards various statutory and non-statutory welfare facilities provided by organizations. The study also analyzed the impact of labour welfare measures on the productivity of Salem Steel Plant. 150 employees of Salem Steel Plant were selected for the study using simple random sampling technique. The study concluded that majority of the employees were satisfied with the welfare facilities provided by the Salem Steel Plant. Very few employees, i.e., about 8% were dissatisfied with medical, canteen and transport facilities. The study recommended improvement in the functioning of cooperative society in the township premises.

A study by Nyamwamu & Bosibori et.al. (2012), in their article titled: “Role of Employee Welfare Services on Performance of the National Police Service in Kenya: A Case of KISII Central District”, analysed the impact of employee welfare services on the performance of National Police Services in KISII central district. The study was based on the functional theory of labour welfare which suggests that welfare can be used to secure, preserve and develop efficiency and productivity of labour. Stratified sampling was used to select a sample size of 115 respondents in KISII central district. Statistical tools such as
Frequencies, Weighted Averages and Percentages were used to analyze data. The study established that welfare services were not properly implemented and hence affected the performance of the National Police Service. The study suggested that these welfare services should be implemented properly. It further recommended for similar studied to be conducted in National Police Service in other districts in Kenya to compare the findings.

Satyanarayana & Reddy (2012), in their paper titled: “Labour Welfare Measures in Cement Industry in India (A Case of KCP Limited, Cement Division, Macherla, Andhra Pradesh)”, studied the level of satisfaction of employees with labour welfare measures in KCP Limited. For the purpose of the study, convenience random sampling method was used to select 90 employees of KCP Limited covering almost all the departments. The study revealed that majority of employees were satisfied with welfare measures provided by organization. However, few were not satisfied with welfare measures provided by the organization. Therefore, need for improvements in the existing welfare measures was suggested to enrich the employees’ standard of living and their satisfaction level.

Iqbal (2011), in her study titled: Labour Welfare in Indian Railways Since 1991 identified the labour welfare measures in Indian Railways since 1991 and analysed the level of satisfaction for various labour welfare measures among the Indian Railways employees. For this, a questionnaire was administered to the respondents comprising 500 employees of the Indian Railways. It was found that only 42% of the railway staff were provided with quarters. It was suggested the railway administration should encourage the formation of Co-operative Housing Societies for employees wherever and whenever possible in order to solve the problem of housing accommodation. Employees were not satisfied with the medical facilities. It was further suggested that there is a need to
improve these facilities by way of having modern medical equipments and quality medicines in hospitals of Indian Railways. Indian Railways must also participate in securing the futures of employees through various social security schemes.

In a study by Bhavani & Selven (2011), on “Labour Welfare Measures-Step Stone of Healthy Industrial Relation”, effort was made to see the impact of welfare measures on industrial relations in the manufacturing sector in Tamilnadu. Primary data was collected from 150 employees working in manufacturing sector in Tamilnadu using stratified random sampling technique. They analyzed the different aspects of labour welfare measures such as housing, medical, education, recreation, provident fund and concluded that labour welfare measures had a positive impact on organizational performance and increased the commitment level of employees towards organizations. They also concluded that employees working in the large manufacturing companies were most satisfied as compared to small manufacturing companies at Tamil Nadu.

Paul (2011), in his study on “Labour Welfare Policy and Administration in Haryana”, concluded that labour administration in Haryana covers different aspects of labour welfare in accordance with the provisions laid down in the Indian Constitution. He suggested that effective implementation of labour enactment requires regular interaction between officials and workers. It was found that, for officials of labour department, Haryana training should be a continuous activity to keep pace with changing environment. He emphasized the importance of strong political will along with dynamic policy, planning, effective implementation, monitoring and evaluation for ensuring real benefits to workers.

Chittor District”, analyzed employee welfare activities in the industrial cluster of Chittor district and assessed its overall satisfaction level and facilities provided to the employees. For the purpose of the study, a total of 120 employees were selected by the stratified simple random sampling technique. To analyze the collected data, Chi-Square test and Spearman’s Rank Correlation were used. They found that employees in industrial cluster at Chittor district were availing statutory welfare measures such as Workmen’s Compensation, Employees’ State Insurance, Provident Fund and Maternity benefits. Voluntary welfare measures such as recreational, medical, educational, housing, transportation, sanitation, safety were also provided to the employees. The study concluded that these industries need to provide some more welfare facilities to their employees such as gratuity, pension so that they may retain the employees and their quality of work life. The organizations were maintaining cordial relationship between employees and management to achieve organization goals. The researchers suggested the establishment of a problem solving committee for better solutions to welfare problems of the employees. It was recommended that they should provide timely help to the workforce when they are in trouble, i.e., providing conveyance to hospital when injured, medicines etc.

Kanika (2011), in her study titled: An Analytical Study on Employees Welfare Schemes-A Case Study of Panipat Thermal Plant assessed the welfare schemes adopted by Panipat Thermal Plant. She also studied the hygiene and motivational factors relating to welfare of employees. For the study 150 respondents of Panipat Thermal Plant were interviewed with convenience sampling technique. The study revealed that the employees were satisfied with the employee welfare schemes. Employees had good cordial relationship with supervisors and the other workers. The grievances system was satisfactory in the organization and employees also had a good supporting environment at their workplace.
She suggested that Panipat Thermal Plant should provide clean and well-furnished rest rooms and a good drinking water facilities to its employees. It was again suggested that Panipat Thermal Plant should provide neat and clean canteen facility with hygienic environment and a good quality food to its employees.

Poongavanam (2011), studied welfare facility provided by a large well recognized public enterprise in Pondicherry in his article titled: “A Study on Labour Welfare Facility with Reference to Anglo French Textile, Pondicherry”, and found that welfare measures ameliorate the physique, intelligence, motivation level and living standard of workers, hence improving their efficiency in the organization.

Santhana Raj (2011), in his study titled: *Industrial Relation and Labour Productivity* analysed the opinion of the workers with regard to health and welfare measures, provided in pharmaceutical chemical companies in SIPCOT, Cuddalore and found the relationship between welfare measures and job satisfaction. Primary data was collected from 350 respondents from Shasun Chemicals and Drugs Limited and Southern Petrochemical Industries Corporation Limited using stratified simple random sampling technique. He opined that labourers’ satisfaction with regard to pay, welfare, working atmosphere, safety measures, etc. will increase productivity and will be an engine to national growth and vice-versa. The job satisfaction is based on labour welfare and safety measures provided by the employer. The wage structure too influences the attitude of the labour. These factors influence not only an individual worker but also the team spirit which influences the productivity.

Muthusamy (2011), in his research work titled: *A Study on Social Security and Welfare Schemes of the Unorganised Workers in Namakkal District* analyzed the social security needs of workers in unorganised sector. He examined that most of the workers were
highly dissatisfied with labour welfare schemes of hostel facility and maternity assistance. He suggested that Central and State Governments must provide more support to the labourers. Major security measures like Food Security, Nutritional Security, Health Security, Housing Security, Employment Security, Income Security, Life and Accident Security, Old age Security should be provided on priority basis to meet the needs of unorganised workers in Tamil Nadu, particularly in Namakkal District.

Suyambulingam (2011), in his study titled: *Labour Conditions of Marine Fishing Workers in Thoothukudi District* determined the impact of socio-demographic conditions on the living status of fishing workers. The study was conducted on 600 fishing workers’ households dwelling in 12 coastal villages of Thoothukudi district in Tamil Nadu. This study revealed that most of the fishermen villages had poor water facilities. Most of the houses were devoid of sanitary facilities. A majority of the respondents had not taken life insurance policy. The study also revealed that the expenditure on food items, entertainment, education, religious festivals and social functions were the major constituents of the sample household expenditure. The researcher suggested that government should implement policies and programmes which focus on the education, health care, nutrition, and economic empowerment of women. Government should provide life-saving devices like floating ring, life jacket and mask to all fishing workers free of cost to take with them in the boat while fishing in order to avoid accidents in the sea.

Prasad (2011), in his research titled: *A Study on Welfare and Social Security Measures in Singareni Collieries Company Limited (With Reference to Kothagudem Mines, Khammam District, A.P)* analysed the opinion of 328 (76 executive and 252 nonexecutive) employees about the provision of welfare and social security benefits. He found that the
employees were provided statutory welfare facilities like first aid boxes, canteens, provision of drinking water, crèches etc. The company was also providing various non-statutory welfare measures such as medical, educational and recreational facilities to its executives and non-executives. It also provided housing facilities, consumer cooperative stores, cooperative credit societies, and various other facilities to provide more benefits to its employees. Singareni Collieries Company Limited, in order to satisfy the sports and recreational needs of the employees, provided community halls and recreational clubs. But absenteeism was very high due to various environmental factors such as the nature of work, complex geo-mining conditions and severe heat conditions during summer. It was found that majority of the employees were highly satisfied with the various statutory welfare facilities provided by the company. But grievance handling procedure was not given a green signal by most of the employees. Therefore, it was suggested that management should redress the grievances of employees as early as possible.

Mini (2010), in her research study titled: Social Security of Labour in the New Indian Economy analysed that in earlier times social security was a charity to the poor. The principles of International Labour Organisation transformed it into a basic human right with the aim to protect the workers from economic distress. In India, the laws of social security have not achieved the desired results due to multiplicity of laws, shortage of coverage, lack of policy, scarcity of implementation mechanism and above all, lack of clarity in principles which need to be followed. She suggested that the labour welfare legislations should be widened in its coverage. Workers’ investment in social insurance schemes should be made compulsory so that they can get timely help in the hour of need.

Sabarirajan et.al. (2010), in their article, “A Study on the Various Welfare Measures and Their Impact on QWL Provided by the Textile Mills with Reference to Salem District,
Tamilnadu, India”, analysed the impact of labour welfare measures on quality of work life among the employees of textile mills. For the purpose of the study, 250 workers of 10 textile mills of Salem district were included in the sample. The statistical tools like Chi-Square, ANOVA and Percentage Analysis were used to analyse the data and it was found that most of the employees had positive attitude towards the various provisions of the welfare measures. They suggested that modifications are required in the field of recreational facilities, safety equipment, over time payments and promotions. Betterment is required in the field of welfare officers, transfer policies, disciplinary and appeal rule proceedings.

In a study conducted by Shah (2010), titled: “Employee and Labour Welfare at the Tata Group Companies”, stated that employees are the foundation for the superstructure of a corporate organisation. In this study, the Tata Group and its major companies had been studied to describe their employee and labour welfare initiatives. The descriptive research design was used for the study and data was collected through personal interviews with top executives of the group and its major companies. In this study, he found that employees expect appreciation for their honesty and commitment towards work. He concluded that welfare activities affect the workers' attitude towards management and job satisfaction. Employee and labour welfare activities increase their loyalty with the organization. Labour welfare needs of the workers should be given due consideration by corporate organizations for their upliftment and not for profit-making and goodwill-building alone.

Asher (2010), in his study on “Pension Plans, Provident Fund Schemes and Retirement Policies: India’s Social Security Reform Imperative”, highlighted that effective social security reforms are needed in areas of labour market and family policies. He further emphasized the necessity for more empirical, and evidence based social security policies
especially in pension and health care. He suggested that proper planning is required for introducing new security schemes and reforming existing ones.

Joseph, Injodey & Varghese (2009), in their study on “Labour Welfare in India”, stated that labour welfare activities in India originated in 1837 and underwent notable changes during the subsequent years. Various Government and Non-Government organisations like National Government, State Government, Trade Unions, The Public Sector, Private Sector and Non-Government organizations carry out the welfare work in India. At present, provisions of house facilities, education, occupational safety and health, prevention of child and bonded labour and enhancement of working women’s welfare are their prime objectives. Private sector organisations also provide these facilities to their workers. The article pointed out that the structure of a welfare state rests on its social security policies. Government, employers and trade unions have done a lot to promote the betterment of workers’ conditions. However, a great deal still needs to be done.

De Souza (2009), in her study titled: Labour Welfare and Job Satisfaction: A Comparative Study of Indian Pharmaceutical Companies and Multinational Pharmaceutical Companies in Goa compared the labour welfare facilities provided by the Indian and multinational pharmaceutical companies in Goa. She also studied the impact of labour welfare facilities on the job satisfaction experienced by the employees working in both type of organisations. For the purpose of this study, 210 respondents were selected from Indian and multinational pharmaceutical companies in Goa. The study concluded that multinational pharmaceutical companies provide better labour welfare facilities to their employees than Indian pharmaceutical companies in Goa. Employees working in multinational pharmaceutical companies were having high level of job satisfaction compared to those working in Indian pharmaceutical companies in Goa. She also highlighted that labour welfare has a significant positive correlation with job satisfaction.
Singh & Pathak (2009), in their article titled: “A Study of Awareness of Labour Welfare Measures in A.G.I.O. Paper and Industries Ltd. Dhekha, Bilaspur (C.G)”, studied the level of awareness among workers engaged in A.G.I.O. Paper and Industries Ltd. Dhekha, Bilaspur (C.G). They also analysed the implementation status of various provisions of the Factories Act, 1948. 50 workers were selected for the study using a multistage sampling method. They found that more than 60% workers were aware about statutory welfare measures. Many statutory welfare facilities were provided and implemented while non-statutory facilities were not provided to workers by employer.

Santhosh (2009), in his study titled: *A Study on the Labour Market and Economic Contribution of Labourers in United Arab Emirates with Special Reference to Non Resident Keralites* found that the grievance handling mechanism was very poor in organisations. It was recommended that there must be active initiatives from government and non-governmental agencies to tackle these issues and to take appropriate decisions regarding those organisations whose grievance handling mechanisms were not prompt. Kerala Government agencies should try to solve the grievances of the non-resident Keralite workers if those particular grievances fall under the possible purview of the Kerala Government. The study also revealed that awareness and satisfaction level of Keralite workers in UAE was very low. Workers had to face many difficulties and unhealthy practices in their job and at the place of their stay. Improvement is required for their welfare and living conditions.

Sen (2008), in his study titled: *Labour in the Beedi Rolling Industry: A Study of Madhya Pradesh and Chhattisgarh* examined the social welfare schemes and their impact on the living conditions of the beedi workers. The focus of the study was to analyse the extent of implementation of Beedi and Cigar Workers (Condition of Employment) Act, 1966. 200
beedi workers from Madhya Pradesh and Chhattisgarh were interviewed for collecting primary data. The study revealed that although government has established free health facilities for rural poor, yet these are not effectively utilized for a number of reasons. The major obstacles are the location of the health centres, their timings (a long waiting period), poor quality of care, non-availability of drugs and other essential supplies. As a result, the people had to go in for expensive medical treatment which is often beyond their means and had to borrow money at high rate of interest. He suggested that government should establish more microfinance institutions in the beedi rollers dominated areas. Concerted efforts may be made by trade unions to generate awareness among workers and to educate them for availing various benefits provided to them. This will raise their productivity, income and socio-economic status.

Mishra & Bhagat (2007), in their article titled: “Principles for Successful Implementation of Labour Welfare Activities from Policy Theory to Functional Theory”, analysed that the impact of labour welfare activities is on all the facets of human resources and not only on the workforce. Labour welfare includes all such activities, which improve spiritual and emotional quotient along with providing basic necessities of life. The goal of labour welfare activities is to build a humane society. The concept of labour welfare is dynamic and every country implement it in different perspective, i.e., from Policy Theory to Functional Theory. Accordingly principles for successful implementation of labour welfare activities ranges from adequacy of wages to improve productivity along with transformation of personality.

Bajpai (2007), in her study Social Perspectives of Labour Management Relations with Special Reference to Industries in U.P. and M.P. found out how important working conditions are for harmonious labour management relations. She also discussed the
factors affecting cordial labour management relationship and analysed the existing industrial relations in the industries of U.P. and M.P. She made a comparative analysis between Samsung Pvt. Ltd. (U.P.) and Ceat Tyres (M.P.) and concluded that the relations between labour and management were not very good. The workers regard the management as their exploiter. Management on the other hand believed that workers do not bother about the production rather they are only concerned with their wages. The working environment was satisfactory with regard to health measures in both the organizations. The executives were satisfied with the welfare facilities but labour class responded in the negative manner. She suggested that there is a need to develop constructive attitude between management and labourers. Fair and time bound promotional policies should be implemented. Active participation of all the employees at all levels is necessary to have a better industrial atmosphere.

Upadhyaya (2006), in his study titled: “Awareness and Implementation of Labour Welfare Measures: A Case Study of Garment and Hosiery Industry of Noida”, studied the status of implementation of welfare provisions, under the Factories Act, 1948 in Garment and Hosiery Industry of Noida. He also analysed the hindrances in the proper implementation of various provisions of the Factories Act, 1948. Using stratified random sampling technique, 150 respondents were selected for the present study. It was found that the level of awareness among workers was low with regard to various provisions of the act taken in the study. However, those having a higher educational level were having higher percentage of awareness almost for all the facilities. Similarly those belonging to trade unions and those employed in comparatively larger units were having higher level of awareness. There was found to be a direct co-relation between the permanent status of employment and percentage of the persons aware in this category as against those having the casual or contractual nature of employment.
Singh (2006), in his study “Impact of ILO on Indian Labour Movement”, has highlighted that the Indian labour has been a victim of exploitation from the very beginning of the establishment of large scale industries. The workers had to face the problems of low wages and longer hours of work. They had to live in miserable conditions. Working conditions were in no way favorable for their health. The workers had to work ceaselessly for pretty long hours of work for a handful of wages.

Srivastava (2004), in his study on “Impact of Labour Welfare on Employees’ Attitude and Job Satisfaction”, felt that workers feel satisfied with their job if the management goes on working for their welfare. A comparative study was conducted on workers in the private and public sectors of Kanpur city. The researcher attempted to assess the quality of labour welfare activities, measured the degree of job satisfaction of workers with regard to labour welfare facilities in private and public sectors. He also evaluated the attitude of workers towards management in both the sectors. Incidental sampling technique was used to select sample of 100 workers each from private and public sectors of Kanpur city constituting a total sample size of 200 workers. The study indicated that welfare activities affect the workers' attitude towards management and job satisfaction in both the sectors. Public sector is providing better facilities to the workers as compared to private sector organizations.

John (2004), in his article titled: “Social Security and Labour Welfare with Special Reference to Construction Workers in Kerala”, analysed that there exists a large gap between the rich and the poor and also between unorganized and organized workers. Unorganised workers account for 85% of working population in Kerala. In Kerala, Building and other Construction Workers’ Welfare Fund (1990) was constituted particularly for the welfare of construction workers. Various benefits like pension,
accident benefits, medical benefits, maternity benefits etc. are provided to the workers under this fund. The study found that coverage of the act is very limited, which should be extended further to cover more workers. It was further suggested that the more vulnerable among the construction workers (such as the poor, the disabled, the chronically sick and those without family support) may be identified and special welfare schemes may be introduced for them on a priority basis.

Kumar (2003), in his study titled: *Labour Welfare and Social Security: Awareness, Utilization and Satisfaction of Labour Laws* made a comparative analysis of the level of awareness, the extent of implementation and utility of selected labour laws among the workers in selected medium and large scale units equally drawn from public and private sectors in Haryana. A representative sample of 12 units was selected from these industries in Haryana. The study brought out the comparative differences in the awareness, implementation and utility of labour laws between the private and public sectors. It was found that workers in the public sectors were relatively more aware of the provisions of the Factories Act than workers in the private sectors. In the case of safety provisions, awareness was more in the large-scale units of the private sectors and medium scale units of public sectors.

A study by Kumar and Yadav (2002), in their work titled: “Satisfaction Level for Labour Welfare Schemes in Sugar Factories in Gorakhpur Division”, examined the labour welfare schemes in the eight State Government and private sector sugar factories of the Gorakhpur Division in Uttar Pradesh. Based on stratified random sampling, 240 workers were interviewed from these sugar factories through a well-structured interview schedule. The results revealed that the satisfaction level of workers with labour welfare schemes was low in both the private and state sugar factories. Various schemes like housing
schemes, medical schemes, followed by education and recreation schemes were ranked according to their importance. Workers’ satisfaction level with the provision of working environment was higher in the private sector sugar factories than the State Government sugar factories. Moreover, satisfaction of workers with social security schemes, housing, medical schemes, education schemes, was higher in workers of private sector sugar factories than the State Government sugar factories. The study concluded that workers in State Government sugar factories have less satisfaction from welfare schemes as compared to those in private sector sugar factories.

Purohit (2002), in his study titled: A Sociological Study of Job Satisfaction among Executives and Labourers with Special Reference to Raymond Ltd., in Chhindwara, Distt. (M.P.) found that cleanliness of office, working conditions, loan facilities, housing facilities, canteen facilities, training programmes are important parameters of job satisfaction. He stated that improvement in medical services, simplification of advance facilities, welfare programmes help in increasing the better industrial atmosphere and level of satisfaction with job.

Mukuka, Kalikiti and Musenge (2002), in a study on “Social Security Systems in Zambia”, recognized that formal security system in Zambia is inadequate in terms of its coverage and capacity and people rely on non-formal social security systems and schemes. The study was conducted in Lusaka, Copperbelt, Eastern and Luapula provinces to know the functioning of security system and schemes. The study found that most of the people were availing benefits from non-formal social security schemes as formal social security schemes are limited both in quantity and quality. Extended family and market associations are main non formal social security providers. The study suggested that there
is a need to strengthen the formal security system and schemes, so that better welfare provisions can be provided to people.

Goyal (1995), in her study titled: *Impact of Labour Welfare on Job Satisfaction* made a comparative analysis between six cotton textile industries in Punjab belonging to private, public, and co-operative sectors. The study was conducted on a sample size of 350 textile workers based on random sampling. The study revealed that majority of textile workers were satisfied with their job. However, private sector units have the maximum number of satisfied workers, whereas, the cooperative sectors have maximum number of workers dissatisfied with their jobs. In this study she determined the extent of job satisfaction experienced by textile workers with the statutory labour welfare facilities provided in the private, public and co-operative textile sectors in Punjab. The study highlighted a positive relationship between the level of satisfaction with various labour welfare measures and job satisfaction. The study suggested that statutory welfare facilities should be well implemented so that the level of job satisfaction increases among textile workers in Punjab.

Bhatnagar & Sharma (1994), in their article titled: “Role and Effectiveness of Labour Welfare Officers in Industrial Relations in Chandigarh”, stated that performance of the industrial management with regard to welfare work was far from satisfactory. In India, government has failed to make the employers realize the need for the welfare of workers.

Grewal (1978), in his article “Dimensions of Welfare in Coal Industry”, stated that after nationalization of industry in 1973 workers’ welfare has been given top priority. But welfare of miners has been given a little attention in coal industry in India especially in view of the hazardous nature of mining, unhygienic working conditions, mining accidents
and isolation from community life. He suggested that concerted efforts are needed to improve the working conditions of miners.

From the above studies, it can be observed that various scholars have analysed the labour welfare facilities in terms of its satisfaction level among workers in different industries. Hardly any study has made an attempt to investigate the influence of demographics (gender, age, education, monthly salary, experience and organisation of the workers) on labour welfare amenities.

2.4 STUDIES ON MAJOR PERSONNEL ASPECTS LIKE LABOUR ABSENTEEISM, LABOUR TURNOVER AND LABOUR PRODUCTIVITY IN RELATION TO LABOUR WELFARE

Labour absenteeism is one of the major threats for Indian industries as it involves heavy additional expenses. It results in the loss of production capacity of an organisation. Absenteeism is one of the indicators to evaluate our welfare programmes and policies. One of the objectives of the present research is to study the role of welfare measures in controlling personnel problems of labour absenteeism, and labour turnover. Another objective analyses the impact of welfare measures on the productivity of workers. Hence, in this section, an attempt has been made to review studies on these three personnel aspects, i.e., labour absenteeism, labour turnover, and labour productivity in relation to labour welfare.

Barmase & Shukla (2013), in their article titled: “A Study of Employee Absenteeism in Hare Ram Cotton Mill of Chhindwara”, examined that absenteeism is one of the most serious concerns for manufacturing companies as well as service sector companies. But manufacturing sector being the labour intensive face this problem more than the service sector. Using simple random sampling data was collected from 100 employees of Hare
Ram Cotton Mill of Pandhurna, district Chhindwara. This paper describes the effect of various demographics on the absenteeism behaviour of employees. The study concluded that the major factors that can control absenteeism are welfare facilities, salary, leave policies, supervisors’ behavior, good working conditions and transportation facility.

Saritha (2013), in “A Study on Employee Absenteeism on Sagar Sugars & Allied Products Ltd., Chittoor (A.P.)”, conducted a detailed study on absenteeism in Sagar Sugars and Allied Products, Ltd. to identify various reasons that lead to absenteeism. The study was conducted on 150 employees using convenience sampling. The study investigated the causes and effects of employee absenteeism. The study concluded that 42% of the respondents were satisfied with the safety measures provided by the management. Majority of the respondents showed a positive attitude towards the superiors in the organization. 47% of the respondents were satisfied with work environment existing in the organization. Nearly half of the respondents were absent due to the effect of sickness in the organization. The study suggested that management should take some measures to provide better working conditions and to increase the payment of employees to reduce absenteeism. The management should recognize the efforts of the employees and should reward them accordingly to bring satisfaction with their work. Proper allowances should be given to employees to meet their needs.

Khare & Chaudhary (2013), in their research study titled: “Absenteeism of Employee: Research Methodology”, examined that absenteeism is a serious workplace problem and employers should address this problem on priority basis. The present study on labour absenteeism in iron ore mines in Jabalpur (M.P.) focussed on various factors which are responsible for absenteeism and suggested some measures to control absenteeism. For the purpose of study 122 employees were selected using convenience sampling. The study
revealed that absenteeism affects efficiency, productivity and discipline of an organization. It is a sign of disloyalty of the employee towards the organization. The study suggested that financial motives should be used by employers to control absenteeism and to increase loyalty of the employees.

Rathod et.al. (2012), in their study titled: “Employee Absenteeism: A Study at Titan Industry Limited, Bangalore”, stated that absenteeism is one of the major human problems of Indian Industries. The study focused on issues, causatives and remedial measures related to absenteeism. Using random sampling technique, 50 respondents were taken from corporate office of Titan Industries Ltd., Bangalore. The study concluded that factors responsible for employees’ absenteeism are domestic problems, lack of coordination among colleagues, poor working conditions and lack of proper welfare facilities. The study suggested that absenteeism can be controlled and minimized by implementing good working conditions and through other welfare measures.

Drakopoulos & Grimani (2011), in their study titled: “The Relationship between Absence from Work and Job Satisfaction: Greece and U.K. Comparison”, stated that absence from work is a complex issue influenced by both personal and organizational causes. Job satisfaction has also been identified as one of the factors affecting an employees’ motivation to work attendance. The study attempted to establish a causal relationship between absenteeism and job satisfaction comprising a sample of 547 males and 454 females from Greece and UK. The empirical results suggested that there is a weak negative relationship between absenteeism and job satisfaction.

Munro (2003), in “Absenteeism and Presenteeism: Possible Causes and Solutions”, investigated causes of absenteeism and the possible solutions. Absenteeism impacts on service delivery, staff morale and can lead to financial losses. If the cause has been
identified and solutions implemented and an employee continues to be absent from his/her workstation then the only solution would be normal disciplinary procedures. There are many contributing factors that affect an organization’s objectives but one of the most costly is absenteeism. Employers need to handle all forms of absenteeism in a fair and transparent manner to minimize disharmony at workplace.

Pines et.al. (1985), in “Rates of Sickness Absenteeism among Employees of a Modern Hospital: The Role of Demographic and Occupational Factors”, stated that sickness absenteeism of hospital employees is a problem of concern due to its negative economic and morale impacts. The objective of the study was to identify the impact of some demographical variables on those groups of hospital employees who are at higher risk of sickness absenteeism. A comparison with the data of the study performed in the same hospital about 15 years ago showed a rise in the duration of absences with a simultaneous reduction in their incidence. The study revealed that sickness absenteeism was higher among female mainly unskilled workers presently or previously married, aged from 45 to 60, and employed in the hospital for over ten years. Continuous social and medical surveillance of these employees is suggested as a promising way of reducing sickness absenteeism.

Further, following studies on labour turnover in relation to labour welfare have been reviewed.

Tariq et.al. (2013), in “The Impact of Employee Turnover on the Efficiency of the Organization”, determined the impact of employee turnover on the performance of an organization. The research study supported the argument that employees’ turnover is positively associated with the organization inefficiency. The research study was based on parameters like employee turnover, work load, work stress, employee salary, job
satisfaction, and work to family conflict. Statistical techniques of Correlation and Regression were used to analyze the relationship among independent and dependent variables. The result confirmed that the performance of an organization is negatively and insignificantly associated with employee turnover, workload, work stress, salary, and family to work conflict. The study further revealed that welfare facilities can reduce the incidences of employee turnover.

Rekha & Kamalanabhan (2013), in “A Study on the Employee Turnover Intention in ITES/BPO Sector”, analysed employee turnover intentions from two dimensions: individual and organization level. They examined the influence of organizational commitment on turnover intentions of employees. Data for this study was collected from 181 employees working in five ITES/BPO organizations located in Chennai, India. The results indicated low level of organizational commitment on the part of workers. On an average, the participants indicated that they had low levels of intent to leave their place of work. The participants also indicated low levels of job satisfaction. Welfare facilities, organizational support, justice and job satisfaction were found to be negatively related to turnover intention.

Kuria & Alice (2012), in “Assessment of Causes of Labour Turnover in Three and Five Star Rated Hotels in Kenya”, mentioned that hospitality sector leads with many employees’ changing jobs from time to time. Both the internal and external causes of labour turnover affect the growth and profitability of the organisation. The main purpose of this study was to find out the internal and external causes of labour turnover in three and five star rated hotels in Nairobi city. This study involved a total of 133 permanently employed staff working in these star-rated hotels. Simple random sampling method was used to pick hotels as well as the respondents for this study. The findings of the study
revealed that, lack of balance between work and personal life, lack of staff involvement in decision making, poor working conditions were the main reasons for employee turnover. Poor remunerations and undefined rewarding system were another issues on which dissatisfaction was shown by the respondents. The study recommended that, management should improve the working conditions for the employees to reduce employee turnover. The study further recommended the need to establish a rewarding system to retain the workers.

Davidson et.al. (2010), in “How Much Does Labour Turnover Cost ?: A Case Study of Australian Four and Five Star Hotels”, stated that employee turnover is a significant challenge for organisational performance. The study was conducted in Australian accommodation sector to assess turnover rates and costs. In the present study, employees from 64 four and five star hotels across Australia were included in sample. The study revealed that annual turnover rate for operational employees and managerial staff was higher than expected. These levels of turnover suggested that both managerial and operational employees may have similar working experiences in the hotel sector or similar reasons for leaving. Employees at all levels look for better pay, working conditions, training and career prospects, hence these measures can solve turnover issues.

Shamsuzzoha & Shumon (2007), in “Employee Turnover-A Study of its Causes and Effects to Different Industries in Bangladesh”, highlighted that low productivity and employees’ turnover are challenging issues in business now-a-days. The study included several local industries both from government and private sectors in Bangladesh and assessed the causes of turnover, its negative effects and possible recommendations that could be helpful to the local industries for their productivity and market share. They discussed that turnover basically arises from the unhappiness at work place. In addition to
this, if the skills that they possess are in demand, they may be lured away by higher pay, better benefits or better job growth potential. Personal and trait based factors also influence turnover rates. Overall substandard equipments, lack of proper welfare facilities, lack of opportunity for growth, feelings of not being appreciated, inadequate supervision and training, unequal or substandard wage structures are main factors for employee turnover.

Yanadori & Kato (2007), in their study “Average Employee Tenure, Voluntary Turnover Ratio, and Labour Productivity- Evidence from Japanese Firms”, showed that voluntary turnover ratio is negatively related to firm labour productivity. The study analysed only US samples. Their study contributed to researchers’ efforts to generalize the relationship between voluntary turnover and organizational performance. Turnover is detrimental to labour productivity as it reduces the stock of human capital that a firm wants to retain. Findings suggested that firm average employee tenure mediates the relationship between voluntary turnover and labour productivity.

The review of following studies on labour productivity in relation to labour welfare traced out the importance of welfare facilities in increasing productivity.

Hanna et.al. (2008), in “Impact of Shift Work on Labour Productivity for Labour Intensive Contractor”, analysed the impact of shift work on labour productivity and addressed the appropriate use of shift work. The work determined the relationship between the length of shift work and labour efficiency. The results of the research indicated that shift work has the potential to be both beneficial and detrimental to the productivity of construction labour. Small amounts of well-organized shift work can serve as a very effective response to increase productivity.
Randhawa (2007), in his article titled: “Work Performance and Its Correlates: An Empirical Study”, revealed a significant positive relationship between work performance and job satisfaction, which signifies that satisfied workforce is more productive. The findings of the study highlighted that work related variables such as job satisfaction, turnover intentions and self-efficacy are directly relevant to human performance in organizations.

Bhandari & Paul (2007), in “Relationship between Wage and Labour Productivity in Indian Organised Manufacturing Industries in Evidence from Granger Causality Analysis”, examined the relationship between wage and labour productivity in Indian organized manufacturing industries. They tried to examine a series of unit root rest and causality tests to detect the causality between wage and labour productivity. The results detected causality running one way for most of the industries. They suggested that employers should pay their workers more in order to get more out of them.

Sharma (2004), in his article titled: “The Impact of Policy Reforms on Labour Productivity, Price Cost Margin and Total Factor Productivity: The Nepalese Experience”, suggested that despite an increase in labour productivity, profits have not been passed on to workers, indicating that the poor have not benefited much from the reform process. The evidence highlighted higher productivity growth in those industries which were able to produce on a large scale, had higher production and semi-skilled workforce, but lower capital intensity and no public sector domination.

Mathew (2003), in his work titled: “Role of Incentives in Labour Productivity: A Case Study of Selected Public Sector Undertakings in Kerala”, traced out the reasons for dissatisfaction with salary, incentives and working conditions. He also endeavored to throw light on various factors affecting labour productivity. The data was collected from
750 respondents from five public undertakings in Kerala. It was found that employees were dissatisfied with the working conditions. Half of the employees were dissatisfied with the incentives. The influence of incentives in increasing labour productivity was found much more than the salary. Majority of the employees strongly believed that monetary and nonmonetary incentives affect labour productivity. It was suggested that creating a feeling of dignity to all work is very important in increasing labour productivity. The inherent worth of all workers should be acknowledged to keep them motivated.

Singh & Kumari (1988), in their study held that the employees need strength, motivation and job involvement in relation to job satisfaction, productivity and absenteeism. The study revealed that productivity is a consequence of the total effects of various individual and situational variables. The study further revealed that for the development of industries and technology, various factors like work motivation, job involvement, job satisfaction, performance and absenteeism should be paid due attention.

From the review of above studies, it can be concluded that labour absenteeism and labour turnover are burning issues for all industrial sectors. Various studies have highlighted the importance of minimizing these two issues by providing adequate welfare facilities to the employees. Few studies have highlighted the positive role of incentives and welfare measures in increasing productivity of workers.

In the present study, an attempt has been made to find out important reasons behind labour absenteeism and labour turnover and what welfare measures are needed to control these problems. In addition to this, impact of labour welfare measures on productivity of workers is also analysed.
2.5 STUDIES ON COTTON TEXTILE INDUSTRY

The present study is confined to Cotton Textile Industry, therefore the studies already done on Cotton Textile Industry in relation to labour and labour welfare have been reviewed to analyse the socio-economic status of workers.

Mehra (2012), in her study titled: *Socio-Economic Implications of Labour Migration: A Case Study of Industries in Ludhiana City* examined that majority of labour force came from the states of Uttar Pradesh and Bihar and had their families residing in Ludhiana city. These labourers were not treated with respect and dignity. For this study a sample of 500 industrial migrant labourers was taken from various hosiery & knitwear and cycle & cycle Parts industrial units of Ludhiana city. The living conditions of industrial migrant labourers were satisfactory as majority had access to electricity, bathroom/toilet, and water supply. However, majority of them did not lead a comfortable life as they did not own any durables. The debt position of these labourers indicated poor economic status since majority of them were indebted. The study revealed that the industrial migrant labourers were being exploited to the extent that they were made to work for more hours without being paid for it. Most of them were working as temporary labourers. The working conditions were not favourable. The study further illustrated their helplessness and desperation to earn money as they were still working in these worst situations. The meager amount of monthly savings highlight the plight of these labourers and their families back at home who depend upon such small amounts.

Zala (2010), in *A Study of Productivity and Financial Efficiency of Textile Industry of India* studied the financial efficiency and analysed productivity of seven selected units of textile group of companies. The research covered large plants of textile group of companies. The study was based on secondary data published by textile group of
companies in their annual reports and accounts. The study revealed that there was no incentive to the employees to perform better and at the same time no employee was held responsible for a failure in achieving targets. It was suggested that for this kind of problem, responsibility centre should be created. The labour productivity should be increased by adopting modern manufacturing process and productivity based wage policy should be implemented by textile companies.

Bhangoo (2008), attempted a detailed analysis of industrial disputes and work stoppages, their forms, extent and volume, nature and causes, duration, performance and efficiency of industrial relations machinery and comparative analysis of strikes and lockouts in his study titled: *Industrial Relations in Cotton Textile Industry in Punjab*. The study pointed out that the share of personnel matter in causing disputes was increasing, though, economic causes dominated over the period. The study also pointed out the poor performance and inefficiency of the state industrial relations machinery.

Nordas (2004), in his discussion paper “The Global Textile and Clothing Industry Post the Agreement on Textiles and Clothing”, assessed the impact of liberalization, taking into account recent technological and managerial developments in the sector. The clothing industry being the labour-intensive offers entry-level jobs for unskilled labour in developed as well as developing countries. Job creation in the sector has been particularly strong for women in poor countries, who previously had no income opportunities other than the household activities. He concluded that both China and India will gain market shares in the European Union, United States and Canada to a significant extent, but the expected surge in market share may be less than anticipated, as these countries have not shown competitive strength in the design and fashion segments of the markets.
Joshi (1981), in her study titled: *Kanpur Textile Labour: Some Structural Characteristics of Labour Force and Aspects of Labour Movement (1919-1939)* focussed on the development in twentieth century when the textile industry expanded rapidly and the working class came into being as a political workforce. She analyzed certain specific aspects of the structure and composition of the workforce i.e., occupational and caste background of the workers, the nature of the ties with the recruiters. She also studied the conditions in which workers lived and worked, wage trends, wage structure, the nature of discipline at the work, the hazards of work and the conditions within the mills. She found that twenties saw a steady growth of the cotton industry in Kanpur resulting in increased influx of workers from agricultural castes-Rajputs, Brahmins, Sayyade. The demands of the workers included the issues of wages increase, bonus, working conditions, hours of work, holidays and adequate recess time.

From the above studies, it can be concluded that Cotton Textile Industry plays an important role in the economy of country. But the industrial relations are not very good in this industry. Hence, concerted efforts are needed from employers to improve the conditions of workers.

### 2.6 RESEARCH GAP

The present research is similar to other studies done by various scholars, but is also distinct from them in certain aspects. The following studies on labour welfare:

Salaria,2013; Bhati & Kumar,2013; Srinivas,2013; Prabhakar,2013; Kumar & Jayanti, 2012; Satyanarayana & Reddy,2012; Iqbal, 2011; Bhavani & Selven,2011; Paul,2011; Venugopal et.al., 2011; Mthuswamy,2011; Shyambhulingam,2011; Prasad,2011; Mini, 2010; Sabarirajan.et.al,2010; Sen,2008; Bajpai,2007; Kumar & Yadav,2002; Goyal,1995; analysed the satisfaction level of workers with various welfare facilities. However, the
researchers did not investigate the influence of demographics (gender, age, education, monthly salary, experience and organisation of the workers) on the satisfaction level of the workers with labour welfare measures, and the influence of these labour welfare measures in minimizing absenteeism and turn over. But an attempt has been made to analyse both the issues in the present study.

Studies by Santhana, 2011; Shah, 2010; Srivastava, 2004; Purohit, 2002; Goyal, 1995 on relationship between labour welfare and job satisfaction, focused on the impact of labour welfare measures on job satisfaction experienced by the workers. They did not work on the relationship between labour welfare measures and productivity. But the present study has tried to determine the influence of labour welfare measures on the productivity of workers.

The studies by Pathak, 2009; Mishra & Bhagat, 2007; Upadhyaya, 2006; Kumar, 2003; examined the awareness pattern of workers about welfare facilities along with the implementation of these welfare facilities. But they did not observe the effect of demographics (gender, age, education, monthly salary, experience and organisation of the workers) on the awareness level of workers with labour welfare measures; which is highlighted in the present study.

However, from the review of literature it can be observed that there are number of studies on labour welfare, the relationship between labour welfare and job satisfaction. Hardly any study has made an attempt to investigate the influence of demographics (gender, age, education, monthly salary, experience and organisation of the workers) on labour welfare amenities. Very few studies have analysed, how labour welfare measures influence the productivity of workers.
The role of statutory and voluntary labour welfare facilities in controlling labour absenteeism and labour turnover especially in textile industry has not been paid much attention by researchers.

Taking into consideration this lacuna, the present research on “Awareness and Satisfaction Level for Welfare Measures among Workers: A Study of Cotton Textile Industry in Punjab” will be an attempt to fill the gaps evident in the earlier studies. The present study will:

- Study the extent of awareness about welfare measures among workers.
- Study the level of satisfaction with welfare measures among workers.
- Study the extent up to which these labour welfare measures are implemented.
- Study how these labour welfare measures can be helpful in controlling personnel problems of labour absenteeism and labour turnover.
- Study the impact of welfare measures on the productivity of workers.
- Suggest the ways which can fulfill the future needs and aspirations of the workers.

The research findings will enable employers to foresee any labour unrest and to take necessary corrective steps to avoid labour unrest and for betterment of workers. The problems of labour absenteeism and labour turnover can be solved from the findings of this study. Moreover, the research will be useful for Ministry of Labour and Employment, labour departments and policy makers. On the basis of this study, amendments can be made and new laws can be framed which will enhance the satisfaction level of workers.