

NON-STATUTORY LABOUR WELFARE MEASURES OF PSUs IN KERALA

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ABSTRACT

PSUs in Kerala have enacted many legislations to protect the labourers and for the provision of labour welfare measures. The present study is an attempt to identify the various non-statutory labour welfare measures extended to the labourers of the manufacturing sector of the PSUs in Kerala. The study uses an interview schedule method and has collected the data from a sample of 360 labourers. The collected data is statistically analysed using appropriate statistical tools. The results of the study reveal that Provision of non-statutory welfare measures are also poor especially in the loss making units. The study suggests to improve the labour welfare measures in such a manner that it could increase the productivity of the labourers.

Keywords- *Labour, Labour welfare, statutory labour welfare measures, non-statutory labour welfare measures.*

Introduction

Public Sector Undertakings (PSUs) occupy an important place in the Indian economy. These are the companies established, maintained and controlled either by the Central Government or by the State Government or by both and are basically organised for the welfare of people. PSUs are statutorily autonomous institutions and are responsible to the public through Government and Parliament. It may be an industrial, commercial or economic activity carried on by the Central Government or by a State Government or jointly by the Central and State Governments and in case either solely or in association with private enterprises, so long as it was managed by a self-contained government (Khera, S.S., 1964). In PSUs, like any other enterprises, production is the combined output of land, labour, capital, enterprises and management. Although all these factors occupy a significant place, 'labour' is the most important. The term labour refers to the aggregate of all human, physical and mental effort which is used in the creation of goods and services. The term 'welfare' includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of the society. The objective of economic welfare is to promote development of economy by increasing production and productivity through equitable distribution. Labour welfare is "a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources" (Sarma, M.A., 2012).

REVIEW OF LITERATURE

Bharathi, D.S.B., & Padmaja, R., (2018) identified various welfare services provided by the LIC that leads to employee satisfaction, higher productivity, healthy industrial relations and an overall industrial peace, generating highly engaged employees. The study revealed that the employee welfare activities were sufficient and effective for the employees of LIC. The employees of LIC were highly engaged and they were producing as according to the requirement and the mission statement of the company. Mairal, R.R., (2018) analysed various employee welfare and safety measures provided at VST Industries Limited and to ascertain whether they were implemented effectively. The study observed that the welfare and safety measures were being implemented effectively which helped to improve the motivation levels and also the relationship between the employee and the employer. Welfare measures also provided to build up stable employee force and promoted better working environment. Vimaladevi, R., & Meenakshi, A., (2018) explored on the satisfaction level of employees' welfare schemes in selected private banks in Chennai city. The results inferred that the employees in the selected private sector banks were satisfied with the welfare schemes. The study suggested that the private banks needed to concentrate on social security schemes, intramural and extra mural facilities for retaining the satisfied employees. Kanyadhari, S., & Dharavath, S., (2017) studied the satisfaction

level of the employees towards labour safety, health and welfare measures in KCSIL Limited (cement division). The results of the study revealed that majority of the employees were satisfied with all the health, safety and welfare measures prevailing in the organisation. Rathore, N., & Tanwar, M., (2017) identified the employee welfare measures adopted in different service industries. The study revealed that the employees who were provided with the statutory and non-statutory labour welfare measures were more satisfied and their morale and motivation was kept high for longer duration. The study concluded that welfare should be an area of social concept which was implemented for the comfort and improvement of employees.

OBJECTIVES OF THE STUDY

- To examine various non-statutory labour welfare measures provided to the labourers.
- To analyse the satisfaction of labourers towards the various non-statutory labour welfare measures provided to the labourers
- To provide suitable suggestions to improve the labour welfare measures.

HYPOTHESIS

- There is no significant difference in the non-statutory welfare measures among small, medium and large PSUs in Kerala.
- There is no significant difference in the non-statutory labour welfare measures among profit making and loss making PSUs in Kerala.
- There is no significant interaction effect on category (small, medium and large scale) and status (profit making and loss making) of the PSUs on non-statutory labour welfare measures.

SIGNIFICANCE OF THE STUDY

The provision of labour welfare facilities will promote sound industrial relations along with high efficiency and productivity. Wages, welfare and working conditions are the major factors that influence the efficiency of the labourers in enterprises. PSUs in Kerala implemented different types of labour welfare measures and spent large sum of money for this purpose. It has a genuine concern and commitment towards the protection of the interest of the labourers and promotion of their welfare. The study is significant as it is necessary to maintain a satisfied labour force free from exploitation, both from the part of the management and the trade unions.

STATEMENT OF THE PROBLEM

The industrial progress of any organisation largely depends on the satisfied labour force. Royal Commission on Labour, 1931, stated that labour welfare measures were considered to be significant for the workers. The scheme of labour welfare was regarded as a wise investment which brings satisfied labour force to an organisation and helps for the achievement of the organisational goal. The Government of India had enacted many legislations to protect the labourers and for the provision of the welfare and the safety of the workers. Many of such enactments apply to the labourers of the PSUs in Kerala. The review of related literature of the previous study reveals that the PSUs in Kerala are extending many non-statutory labour welfare measures and stand as the model employer to other business organisations. So there was a need to study whether the PSUs in Kerala are extending the welfare measures to the workers apart from the various labour laws passed to protect the labourers.

SCOPE OF THE STUDY

The scope of the present study is confined to the labourers working in the manufacturing sector (35 units) of PSUs in Kerala.

Methodology of the study

The method used for the study was both analytical and descriptive and was based on the manufacturing sector of the PSUs in Kerala. Both the secondary and the primary data were used for the study. The secondary data was collected from various sources such as research studies made in different universities relating to labour welfare measures and the PSUs, books and journals related to the subject, websites and various reports published by various agencies working in this field. Primary data was collected from the labourers working under the manufacturing sector of the PSUs in Kerala. The

population for the study was all the labourers (9879 labourers) in the manufacturing sector of working PSUs (31) in Kerala. Sample size is 360 which is selected applying stratified random sampling with an equal allocation has been employed for selecting units from small, medium and large scale PSUs. For the purpose of collecting primary data, a structured interview schedule was prepared. For the purpose of analysing the data, Mean and Standard Deviation were calculated for continuous study variables, while 'frequency' and 'percentage' were calculated for categorical study variable as summary statistics. Statistical tools such as two way ANOVA and Scheffe's post hoc test were employed for statistically testing the hypothesis formulated in the present study. The level of significance fixed for the present study was at 5%. A calculated P-value less than 0.05 was considered to be statistically significant. The entire analysis was carried out with the help of statistical software SPSS V.23 for windows.

Testing of hypothesis (Non- Statutory labour welfare measures)

Non-statutory welfare measures were provided to the labourers mainly for increasing the productivity and thus contribute towards the achievement of the goals of the organisation. Present study was attempted to find whether there was any distinction in providing statutory welfare measures for small scale, medium scale and large scale or profit making or loss making PSUs.

Two way ANOVA table for the comparison of non-statutory welfare measures based on their category and status

Source	Sum of Squares	Df	Mean Square	F	P
Category	49930.617	2	24965.309	331.424	0.000*
Status	17176.420	1	17176.420	228.023	0.000*
Category *Status	4579.506	2	12289.753	163.151	0.000*
Error	26665.926	354	75.327	-	-

Source: Primary data

*Significant at 5% level ($P < 0.05$)

The results of two way ANOVA showed significant differences in non-statutory welfare measures among small, medium and large PSUs ($F=331.424$, $P < 0.05$) and significant differences also reported between profit making and loss making PSUs ($F=228.023$, $P < 0.05$). The results of two way ANOVA also showed significant interaction effect of category and status of PSUs on non-statutory labour welfare measures ($F=163.151$, $P < 0.05$).

Descriptive statistics

The following table exhibits a descriptive statistics on non- statutory labour welfare measures based on the category (small, medium and large) and status (profit making and loss making).

Descriptive Statistics for non-statutory welfare measures based on their category and status

Category	Profit Making	Loss Making	Total
Small	41.11 \pm 15.24	45.78 \pm 12.24	43.44 \pm 13.96
Medium	73.33 \pm 5.49	62.67 \pm 5.38	68.00 \pm 7.61
Large	86.56 \pm 0.86	51.11 \pm 3.17	68.83 \pm 17.95
Total	67.00 \pm 21.28	53.18 \pm 10.59	60.09 \pm 18.16

Source: Primary data

Descriptive statistics of non- statutory welfare measures of labourers shown in table 2.2, revealed that profit making PSUs reported significantly higher level of non-statutory welfare measures (67.00 \pm 21.28) as compared to loss making PSUs (53.18 \pm 10.59). It can be also seen that the highest level of non-statutory labour welfare measures is provided by large profit making PSUs (86.56 \pm 0.86). Small PSUs (43.44 \pm 13.96) reported significantly lower level of statutory labour welfare measures as compared to the medium (68.00 \pm 7.61) and large (68.83 \pm 17.95) PSUs.

Pair wise comparison of category with respect to non-statutory labour welfare measures

Here attempts had been made to compare the labourers based on small, medium and large scale PSUs with respect to non-statutory labour welfare measures.

Scheffe's post hoc test for pair wise comparison of category with respect to non-statutory labour welfare measures

Category 1	Category 2	Mean Difference	P Value
Small	Medium	24.56	0.000*
Small	Large	25.38	0.000*
Medium	Large	.833	0.641 NS

Source: Primary data

*Significant at 5%level (P<0.05)

NS Not Significant (P>0.05)

Scheffe's post hoc test for the pair wise comparison of labourers based on category showed that medium and large PSUs provide approximately the same level of non- statutory labour welfare measures (MD = 0.833, P>0.05).

Scheffe's post hoc test for the pair wise comparison of labourers based on category and status with respect to non- statutory labour welfare measures

Here Scheffe's test had been used to undertake a pair wise comparison of labourers based on category (small, medium and large) and status (profit making and loss making) with respect to non- statutory welfare measures.

Scheffe's post hoc test for the pair wise comparison of labourers based on category and status with respect to non- statutory labour welfare measures

Category	Status 1	Status 2	Mean Difference	P Value
Small	Profit Making	Loss Making	4.67	0.001*
Medium	Profit Making	Loss Making	10.67	0.486NS
Large	Profit Making	Loss Making	35.44	0.000*

Source: Primary data

*Significant at 5%level (P<0.05)

NS Not Significant (P>0.05)

The above Table showed the results of Scheffe's post hoc test for the pair wise comparison of labourers based on category and status with respect to non-statutory labour welfare measures. It can be seen that the level of non-statutory labour welfare measures is significantly higher in small and large profit making PSUs as compared to small (MD=4.67, P<0.05) and large (MD=29.25, P<0.05) loss making PSUs. However, there is no significant difference between profit making and loss making medium PSUs (MD=10.67, P>0.05)

Summary of findings

- 94.4% of the labourers are not provided with counselling services.
- 69.4% of the labourers are not provided with housing schemes. Out of the labourers who are provided with housing schemes, 3.6% are dissatisfied.
- 68.9% of the labourers are not provided with the medical facility.
- 61.1% of the labourers are not provided with the transportation facility. Out of the labourers who are provided with transportation facility, 14.3% are highly dissatisfied and another 14.3% are dissatisfied.
- 45.6% of the labourers are not provided participating in worker co-operatives.
- 42.8% of the labourers are not provided with uniform allowance. Out of the labourers who are provided with uniform allowance, 7.8% are highly dissatisfied and 13.6% are dissatisfied.
- 31.7% of the labourers are not provided with recreational facility. Out of the labourers who are provided with recreational facility, 13% are highly dissatisfied and 4.9% are dissatisfied.
- 28.9% of the labourers are not provided with washing allowance. Out of the labourers who are provided with washing allowance, 12.5% are highly dissatisfied.
- 25.6% of the labourers are not provided with educational assistance for children. Out of the labourers who are provided with educational assistance for children, 9.7% are highly dissatisfied and 28.4% are dissatisfied.
- 20% of the labourers are not provided with flexi time facility. Out of the labourers who are provided with flexi time facility, 8.3% are highly dissatisfied and 14.6% are dissatisfied.

- 13.3% of the labourers are not provided with medical reimbursement. Out of the labourers who are provided with medical reimbursement, 10.9% are highly dissatisfied and 1.3% are dissatisfied.
- There is a significant difference in non-statutory welfare measures among small, medium and large scale PSUs and significant differences are also reported between profit making and loss making PSUs. There is a significant interaction effect of the category and the status of the PSUs on non-statutory labour welfare measures.
- Profit making PSUs report significantly higher level of non-statutory welfare measures as compared to loss making PSUs. It can also be seen that the highest level of non-statutory labour welfare measures is provided by large profit making PSUs. Small PSUs report significantly lower level of statutory labour welfare measures as compared to the medium and large scale PSUs.
- Medium and large scale PSUs provide approximately the same level of non-statutory labour welfare measures.
- Non-statutory labour welfare measures are significantly higher in small and large profit making PSUs as compared to small and large loss making PSUs. However, There is no significant difference between profit making and loss making medium scale PSUs.

RECOMMENDATIONS

Based on the findings of the present study an attempt has been done to suggest some measures to improve the non-statutory labour welfare measures of PSUs in Kerala

- Majority of the labourers of PSUs in Kerala were not provided with transportation facilities. Labourers who work in factories without minimum wages, were unable to afford even public transport. Besides, due to lack of availability of buses early in the morning, they were using private transport which was both expensive and unsafe especially for women labourers. Therefore PSUs must provide safe and affordable transportation facilities to the labourers.
- Majority of the labourers of PSUs in Kerala were not providing medical facilities. Labourers used to spend about one third of their time at the workplace. Health risks at the workplace, such as heat, noise, dust, hazardous chemicals, unsafe machines and psychological stress, cause occupational diseases and other health problems. People working under stress were likely to smoke more, exercise less and had an unhealthy diet. These labourers require medical surveillance for early detection of occupational and work-related diseases and injuries. The health of workers was an essential prerequisite for household income, productivity and economic development. Therefore, restoring and maintaining working capacity was an important function of the health services. Hence, PSUs in Kerala should give utmost importance to provide medical facilities to the labourers who were working in the manufacturing sector of Kerala.
- Majority of the labourers in the manufacturing sector of PSUs in Kerala were not provided with housing schemes. As jobs didn't come to people, but people were going to jobs, proper housing facilities for the labourers was considered as an essential requisite. Housing schemes keep the worker fit and cheerful. Improvement in housing condition leads to reduced sickness, disease, absenteeism and labour turnover. PSUs should either create self-sustaining townships or provide long term finance to the labourers for the construction of houses for residential purposes.
- Proper lighting facilities should also be provided in the internal private roads, road surfaces and surroundings of the factory at night. This would help the pedestrians to identify other people or objects or vehicles clearly.
- Counselling services would give the labourers a safe place to talk about issues that trouble them, and allowing counsellors to help them for finding their own solutions to problems or develop better ways to manage issues. It was not about giving advice, but about providing a non-judgmental, empathic and accessible means to allow the labourers to find a way forward. Hence PSUs should consider providing counselling services as an important aspect and make necessary arrangements to provide the same. PSUs could recruit a workplace counsellor either full time or part time, or on an ad hoc basis, depending on the size of the workforce for each unit.

CONCLUSION

PSUs in Kerala had enacted many legislations to protect the labourers and for the provision of labour welfare measures. Present study was an attempt to identify various statutory and non-statutory labour welfare measures extended to the labourers of manufacturing sector of PSUs in Kerala. The study also evaluated the opinion of the labours regarding the role of labour welfare measures on the labour productivity. It analyse the influence of labour welfare measures on the socio economic condition of the labourers and the role of trade union in protecting the interest of labourers. The study used an interview schedule method and collect data from the sample of 360 labourers. The collected data were statistically analysed using appropriate statistical tools. The results of the study revealed that PSUs were not providing all the statutory labour welfare measures as per the Factories Act 1948. Provision of non-statutory welfare measures were also poor especially in the lossmaking units. The study suggested to improve the labour welfare measures in such a manner that it could increase the productivity of the labourers. The PSUs should also monitor the socio economic condition of the labourers and attempts should also be made to make necessary improvements. The role of trade union was confined only to the wage related activities. It should extent it activities in such a manner that the welfare needs of the labourers could be satisfied.

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