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A Study on the Welfare Measures of Women Workers in Textile Companies in Dindigul District

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Abstract: The role of working women today is a necessary characteristic of modern society. In modern social set-up the women is not only a co-sharer and responsible partner at home sharing the challenge and responsibilities of life but also in different offices and work-places where these contribution to the efficiency and healthy atmosphere of the place. The social problems faced by working women are varied many problem have remained unsolved in their domestic as well as working women life from the time they stepped out of the adjusting to time schedules with other working adults in the family wanting more personal freedom and a greater participation in financial management and a desire for balanced life. In order to study of women employees, it is better to understand the status of women in our society. Human relationship can be maintained and employees are satisfied in their economical position. For this purpose the company can be implement suggestions given to some of the welfare measures in the company are only satisfactory in general.

Keywords: working women, Human relationship, financial management and so on

I. INTRODUCTION

The role of working women today is a necessary characteristic of modern society. In modern social set-up the women is not only a co-sharer and responsible partner at home sharing the challenge and responsibilities of life but also in different offices and work-places where these contribution to the efficiency and healthy atmosphere of the place.

Women employment on an increasingly large scale it is marked in the urban areas where the industries are concentrated and commerce thrives. Providing increasing opportunities of employment of various types from ordinary to top level jobs of exclusively for women mostly in the traditional occupations like teaching, nursing, midwives, receptionist, receptionist, typists, clerks, librarians, telephone operators, physicians, lawyers, administrative and other executive jobs. They are being recruited to all India service including police service.

Welfare does not mean amenities but the right atmosphere wherein worker can breathe the air of growth and development and think constructively so as to understand the play and interplay of his subconscious instincts and conscious emotions. Welfare concept refers to a state of living of an individual or group in a desirable relationship with the environment. Welfare could be viewed from economic, social and other dimensions.

The survey also reflects that women are unaware of their capabilities to learn the tendencies meant for their socio-economic growth enhancement and progress.

II. WOMEN HISTORY

For a country whose population of women alone is more than the total population of many other countries, we are pretty low where their treatment is concerned. The number of sexual abuse and domestic violence cases against women clearly throws light on the fact that women in India do not enjoy even basic rights; their health, education and empowerment unfortunately take a back seat under such a scenario. The least we can do is give half our population an equal world.

MEANING OF LABOUR WELFARE

The term 'welfare' is so comprehensive that it lends itself to various interpretations. According to the Royal Commission "Labour welfare is one, which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialization and the educational development of the worker".

In the words of Arthur James Todd, Labour welfare is "anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry."

The committee on *Labour welfare (1969)* defined it, as "such services, facilities and amenities as adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and facilities, including social security measures as contribute to improve the condition under which workers are employed".

H.S DRIKADDY they has also given a very wide definition of "Labour welfare". He writes that it is of "whole in which much can be done to combat the sense of frustration of the industrial worker, to relieve him of personal and family worries, to improve his health, to afford him a means of self-expression, to offer him some sphere in which he can excel others and to help him to a wider conception of life".

DEFINITION OF WOMEN

The world over, in contemporary feminist literature, the word 'women' has been replaced with the term 'gender' as a new category of analysis to assert that much of sexual differentiation is a social and political construct, related to but of determined by biological sex difference.

It "is seen as the process by which individuals who are born into biological categories of male or female become the social categories of men and women through the acquisition of locally defined attributes of masculinities and femininity". Therefore, the feminists argue that this replacement (from women to gender) provides deeper analysis of present inequalities, and thus challenges the structure of current social, economic and cultural processes.

According to *Simon Behaviors*, it is the child-bearing role, of women which excluded them from the productive process, and prevented her from seeing themselves as subjects in their own right.

Nancy Chodorow subscribes to the view point and substantiates her argument from a psycho-analytical point of view. She argues that since women have always been assigned the responsibility of primary parenting and nurturing, she develops a psychology of being more suited to the tasks of nurturing and caring.

FEMINISM

Feminism has become a truly a global movement, shaped by and reflecting the interests of women in every region of the world. It symbolizes an awareness of oppression on domestic, social, economic levels, accompanied by a willingness to struggle against subjugation and subordination, oppression and suppression. They have focused their attention on equalizing

strategies, which represents attempts to improve women's access to existing education, employment, health care, credit and other opportunities, and ultimately to make resources more responsible to women's needs.

ROLE OF FAMILY

The survey reports that motherhood and household lives associated with India women are somewhat stronger barrier and basic issues that are not only the past of women alone but are some what stronger barrier and basic issues that are not only the part of women alone but are to be shared by both conjugates.

The two are responsible and both have to act under co-operation not only but even grow up children and old person are also expected to contribute in order to protect women from their exploitation. In a way, it is suggested that all family power has to be utilized in favor of family development with active participation in the entire act without considering any sex based act. No domestic work is sex oriented hence every member of the family has to enjoy every work. It shall then be the only possible way to enhance women's social positive.

STATUS OF WOMEN

In order to study the study of women employees it is better to understand the status of women in our society. In our society the world men symbolize strength and mature. The word 'women' symbolize sexuality rather than strength. The term 'lady' become a euphemism for women a polite substitute for offensive and undesirable terms like brae or dame the parallel term 'gentleman is used for less frequently then the term 'lady'.

It is not a euphemism for man, which has no negative connotation and therefore need no substitute. This are not give equal status with men. It is difficult to talk about women as a whole without ignoring the vast economic cultural social differences between them. Even if we were to consider only women in India are different from in other countries similar gaps in income and culture.

EMPOWERING MODERN WOMEN

More than 800 million women are economically active worldwide – in agriculture, small and micro enterprise, and, increasingly, in the export processing industries that drive globalization. Over 70 percent of these women live in the developing regions of Asia, Africa, and Latin America. Women's unemployment rates remain high relative too those of women and when employed, they are paid less than en for the same work. It is not surprising, then, that women constitute 60 percent of the rural poor.

Limitations on women's legal rights and participation in civil society are widespread. Political leadership positions are still largely occupied by omen although women have increasingly provided dynamic leadership positions are still largely occupied by men although women have increasingly provided dynamic leadership in the non-governmental (NGO) and small enterprise sectors.

WOMEN EMPOWERMENT IN INDIA

Since India became independent in 1947, the democratic government has tried to introduce measures to empower government has tried to introduce measures to empowers women. Yet the expected measure of success has not occurred due to reasons like bureaucratic delays, political compulsions, social and cultural constraints and the continuing poverty of the masses.

Obtaining some measure of economic self-sufficiency and independence is a prerequisite to any advancement of women at a social. Cultural and political level. Only then do the discourses on feminism become relevant to their olives. The silver lining in the cloudy sky has been the development of several grassroots movements initiated by women themselves, especially those from the lower sections of the society.

LEGISLATIONS RELATING TO WOMEN IN INDIA

The government of India has from time-to-time enacted certain Laws and Acts, which protect the right of women and allow them to seek legal assistance and justice when faced with certain problems. Some important laws relating to women can be enumerated as under:

- (1) Indian Penal code;1860; (20
- (2) Indian divorce Act, 1869;
- (3) The Married Women property Act,1874;
- (4) Workmen's compensation Act,1929; the Hindu Marriage Act,1955;
- (5) Child Marriage restraint Act,1929;
- (6) Dowry Prohibition Act,1961;
- (7) Contract Labor (Regulation and Abolition) Act,1971;
- (8) Domestic violence Against Women in India Act, 2002;
- (9) Medical Termination of Pregnancy Act,1971;
- (10)The Maternity Benefit Act,1961;.

PROBLEMS OF WORKING WOMEN

Once the women are out on a job whether on economic grounds or for purely personal reasons they tend to become a matter of routine and by virtue of regular income a necessity while they pull themselves up to share tribulation to men's life they soon find themselves in the midst of responsibilities and event usually end up in discharging the obligation which normally are those of men. The social problems faced by working women are varied many problem have remained unsolved in their domestic as well as working women life from the time they stepped out of the adjusting to time schedules with other working adults in the family wanting more personal freedom and a greater participation in financial management and a desire for balanced life (*Dindigul and punia 1981*).

Thought out constitution has given them equal rights and opportunities, their problems remain unsolved and these cannot be solved by legislation alone. Nature of other problems varies with the nature of category to which the working women belong their personality dimensions their capacity to work their motivation ability to work and to adjust to family conditions.

Kalhan(1972) comments on problems of working women that husband and wife both going for work is common today. Essentially it is a woman's problems because the working wife when she returns from her work has to ensure that her family does not face any deprivation. The family has to be fed and looked after she observes.

The Indian working women's lunch in his respects much harder than that of her center part in many other countries where entire industries are geared to take drudgery out of house work. There are hardly any crèches where she can place the children and expect them to be looked after until she returns from work and take care of term himself(1972).

For a happy home it essential that the job timings for women does not coincide with those of the husband and children feel neglected and irritated if the women's working horse are such as to keep the away from home when their children and husband come from or go to school and office.

III. SCOPE OF THE STUDY

It involves an in depth analysis of the operation factories that covers the labour welfare measures and its general principles. This scope of the study is also made on different welfare measures name canteen, first aid, water and others. This study covered only what are the benefits and other labour welfare measures provided to the employees.

IV. STATEMENT OF THE STUDY

Labour has a vital role to play in the economic development of the country. Labour should be kept satisfied to work for the organization and ultimately labour were victimized and discriminate Now-a-days a trend is charging.

Labour welfare is a system which seeks to upgrade appropriate statutory and voluntary mechanisms. It's method of creation more satisfying working of living conditions for men and women employed in industry for a efficient discharge of duties the labour should have working conditions and better welfare measures.

V. OBJECTIVE OF THE STUDY

1. to study the socio-economic background of the women workers;
2. to study the welfare of Women workers such as Canteen facility, basic amenities, lighting facility and so on
3. to assess non- statutory labour welfare like transport, Medical, and Bonus facilities of women workers of our area;
4. to study the socio-economic background of the women workers and ;
5. to assess the effectiveness of the implementation of the statutory and non-statutory provisions relating to the labour welfare;

VI. UNIVERSE AND SAMPLING

The study requires both primary and secondary data were collected through a questionnaire from 50 respondents in Dindigul area people.

The secondary data can be collected from the books, magazines and journals, and internet. This study is descriptive in nature. The data collected were edited analyzed and presented in the form of tables and cross tables whenever necessary.

VII. COLLECTION OF DATA

The research collected the data by primary data collection. These data were coded and entered to a master sheet which makes the tabulation easy. It is used for analyzing and interpreting accordingly.

VIII. OPERATIONAL DEFINITION

WOMEN

Working Women means a women employed, whether directly or through any agency for Textile Industries in Dindigul.

WELFARE

Welfare is a comprehensive term which includes various services. benefits and facilities offered to employees by Dindigul Textile Industry.

IX. FINDINGS

- ❖ The maximum 59 per cent of the respondents are with the age group of 25-35 and the minimum of the 15 per cent respondents are belonging to the age group of 45-55.

- ❖ In the educational level, 31 per cent of the respondents are schooling level and S.S.L.C level. There is 15 per cent of the respondents are Diploma level and 23 of the respondents are completed degree level.
- ❖ In the experience field, researcher find out 31 per cent of the respondents having below three years and also maximum five years of experience.
- ❖ Commonly, 66 per cent of the respondents earn Rs. 2500 -4000 as their monthly income, 20 per cent of the respondents earn Rs.4000-6000.
- ❖ There are 66 per cent of respondents are satisfied in the cleaning facility of their company, and 17 per cent of them felt the minimum cleaning facilities.
- ❖ In the company's first aid facility, 68 per cent of the respondents satisfied and 24 per cent of the respondents are felt that bad.
- ❖ In the canteen facility there are only 6 per cent felt that excellent canteen facility and 40 per cent of them have good and 15 per cent of the respondents have average.
- ❖ Only 12 per cent of the respondents are excellent about rest room facility and 66 per cent of the respondents have feel good and 17 per cent of them have feel average in the rest room facility.
- ❖ There are 60 per cent of the respondents felt good facility and 31 per cent of them felt average, and four per cent of the respondents have felt poor about their working intervals provided by their companies.
- ❖ Researcher find out the 66 per cent of respondents felt satisfied about their company's latrine/urine facility (good), and 13 per cent of the respondents felt not bad above the facility and only four per cent of the respondents felt that there is poor latrine/urine facility.
- ❖ In the lighting facility, only 15 per cent of the respondents are highly satisfied and 65 per cent of them are satisfied and 20 per cent of the respondents are felt an average lighting facility.
- ❖ The maximum level of 50 per cent respondents have the medical insurance facility and 50 per cent of them have no any other medical insurance facility.
- ❖ There are only 9 per cent of the respondents are felt highly satisfied (excellent) with the bonus facility and 51 per cent of them have felt satisfied and 25 per cent of the respondents felt bad and others are felt poor about their bonus facility given by their company.
- ❖ to find out that, there are 29 per cent of the respondents are paid their salary in advance provided by their company and 71 per cent of the respondents are felt there is no salary in advance facility.
- ❖ Only 9 per cent of the respondents working in excellent in environmental conditions facility and 46 per cent of them are working in normal environmental condition and 45 per cent of the respondents are working poor environmental condition.
- ❖ There are 20 per cent of the respondents have felt satisfied about uniform facility arranged by their company and 80 per cent of the respondents are felt there is no uniform facility in their company.
- ❖ There are only 28 per cent of the respondents have Labour Provident Fund arranged by their company and 72 per cent of the respondents have not above facility.
- ❖ In the Comparative data of Service and years, out of 43 respondents, 15 lowest respondents belonging to the service of below 3 years, who are response to good.

X. SUGGESTIONS

Cleaning facility of their companies are Good. Even though it can be improved all the companies. The First Aid facility of all companies is Highly Good. Therefore it can be maintained.

Normally, all the companies of the Ambulance facility are very poor. So they must be provided. The canteen facility provided by the some of the company is not Highly Good. So necessary steps can be taken to improve the canteen facility.

The provident fund provided by the company is Highly Good. There, it should be maintained by all the companies. Half of the companies are not provided the proper medical facility to their workers. So they should be arranged properly.

The Latrine / Urinals facility of all company are not bad. Though they should want to maintain in the hygienically. The Housing Facility of all companies are very poor. So they want to be develop to their workers.

The working environmental condition of the companies is normally good. Therefore, they should be changed to their condition. And also the Uniform facility of the companies are not provided to their workers. It may be changed.

XI. CONCLUSIONS

It can be concluded from my study of research that the all companies in Dindigul districts Textile Industry have been providing sufficient welfare provisions for their women workers. Almost all the companies aspire to achieve the goal of employee satisfaction and it is very essential for development of a company. We have concluded that from this survey, some of the working women are unaware of their capabilities to learn their socio economic growth enhancement and progress. In order to study of women employees, it is better to understand the status of women in our society. Human relationship can be maintained and employees are satisfied in their economical position. For this purpose the company can be implement suggestions given to some of the welfare measures in the company are only satisfactory in general.

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