

EFFECTIVENESS OF WELFARE MEASURES FOR WOMEN EMPLOYEES AT RURAL MATCH FACTORIES IN SIVAKASI TALUK

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Abstract

Government assistance measures might be both legal and non-legal, regulations require the business to stretch out specific advantages to representatives notwithstanding wages or pay rates. It increases the expectation of living of laborers by in a roundabout way diminishing the weight on their pockets. The working environment ought to give sensible conveniences to the laborer's fundamental requirements. In the current review, an endeavor has been made to the representative government assistance offices and their effect on worker productivity on assembling associations. The government assistance offices were broke down in light of essential examination on the example of hundred representatives by regulating the poll to them. SPSS programming was utilized for the point by point examination. It tends to be reasoned that the worker government assistance offices given by the organization to representatives are good yet at the same time, there is an extension for additional improvement. So proficiency, adequacy and efficiency can be upgraded to achieve the authoritative objectives.

INTRODUCTION

Worker government assistance at work is one of the significant proportions of life at work. Government assistance is comprehensive of wellbeing at work. Associations guarantee that the functioning air and climate don't influence representatives/laborers' physical, personal and emotional wellness. It is moral with respect to an association not to engage any action in premises will upset the work life of the representatives. Representatives are to be prepared appropriately and routinely about the work and pretty much all preparatory and security estimates that will forestall any inappropriate occurrence at work. All associations ought to have a normal observing and really looking at interaction to defeat these. The government assistance idea will assist the associations with keeping up with agreeable modern relations and enduring modern harmony to handle really the social issues and achieve human government assistance. The idea of 'Representative government assistance' differs with times, areas, industry, country, social qualities and customs, the level of industrialization, the overall social-financial improvement of individuals and political belief systems winning at specific minutes.

The Board of trustees on Work Government assistance (1969) characterized the expression to actually imply, "Such offices and conveniences as sufficient flasks, rest and entertainment offices, sterile and clinical offices plans for movement to and from and for the convenience of laborers utilized a good ways off from their homes, and such different administrations, conveniences and offices including government backed retirement measures as add to conditions under which laborers are utilized. Representative government assistance plans can be characterized into two classes viz. legal and non-legal government assistance plans. Legal plans are those plans that are obligatory to give by an association as consistence to the regulations overseeing worker wellbeing and security. These incorporate arrangements gave in modern behaves like Processing plant Act 1948, Dock Laborers Act (wellbeing, wellbeing and government assistance) 1986, and Mines Act 1962. The non-legal plans vary from one association to another and from one industry to another. Associations give government assistance offices to their workers to keep their inspiration levels high.

Customarily, a lady's place is viewed as close to the hearth in her home, dealing with her loved ones. The politico-legitimate, social and monetary changes that have occurred during the previous many years have acquired changes the situation with ladies in the country. Ladies in our nation share an excessive number of liabilities. They play out a wide assortment of obligations in running the family, keeping up with the family, going to work and homegrown creatures and expanding some assistance in artisanship and handiworks. Her job has never been assessed in truly monetary terms. During the new year's, ladies in enormous numbers have joined the workforce and taken up profitable business. Ladies' portrayal in the workforce is expanding yet it is lower to that of men. Ladies are generally bound to neglected work and easygoing work, they face part of issues and limitations connected with work, for example, low pay, absence of progression, instability, wage separation, unfortunate work relationship, and nonappearance of clinical and mishap care and so on.

The double-dealing in provincial districts happens both evenly and in an upward direction. So there is a need to resolve the issues and examine the sort of strategy changes and institutional changes expected for the liberation and strengthening of country female workforce. The current review targets grasping the level of weakness of the ladies laborers in Match manufacturing plants in the provincial region of Tamil Nādu. This study has been led to figure out the real factors. The ladies working in the match plants are generally powerless, overlooked and different. In this manner, the time has come to resolve their issues and talk about the sort of strategy changes and institutional changes expected for their strengthening. This current review has made an endeavor to comprehend the financial condition, nature of work, working condition and hardships of ladies workers working in the match production lines in the rustic region of Tamil Nādu.

The study's theoretical underpinnings include the provision of housing, medical care, and recreational and educational opportunities for employees' families, as well as improved physical and mental health and a safer working environment for them. Staff members are able to focus better on their work, which results in increased output. Workers contribute to a steady workforce by having access to healthcare services. Workers work with a sense of engagement

and are deeply invested in their roles. Employee welfare programs help keep the workplace peaceful by boosting productivity and fostering positive working relationships.

Sivakasi Taluk, a special grade municipality town in the Virudhunagar District, is the official address for more than 500 safety match manufacturing units, which supply nearly half of India's matchbox requirements. In addition, the Sivakasi safety matches industries provide over 25,000 people with direct employment opportunities and many with indirect employment opportunities such as box making and sticker making.

THEORETICAL BACKGROUND OF STUDY

Employee welfare measures promote a safe working environment and facilities as well as improved physical and mental health. The families of their workers benefit from improved living conditions thanks to amenities like housing, medical care, and facilities for education and recreation. It permits staff to focus more on work and in this way increment efficiency. By giving medical care administrations, laborers give a steady labor force. Employee welfare programs improve organizational productivity and foster positive labor relations, thereby preserving industrial harmony and fostering a sense of engagement. Frame filling, wax dipping, head filling, drying, box farming and filling, side painting, band rolling, dozen packing, and chemical grinding section are major processes in match factories. Physical dangers for the workers include excessive heat, which is exacerbated by inadequate ventilation. Potassium chlorate, commercial sulphur, glue, black and red manganese, red phosphorus, antimony glass powder, and other chemical hazards are among the risks they face.

OBJECTIVES OF THE STUDY

- To examine the effectiveness of labour welfare measures provided
- To Analysis the Employee's attitude towards the various welfare measures.

RESEARCH METHODOLOGY

The required data were collected from both primary and secondary sources. The primary data was collected through the survey method using a questionnaire. A questionnaire was administered to employees and responses on the safety and welfare activities were obtained. Wherever necessary the secondary data was collected from books, journals, magazines, monographs, thesis, organization websites, and other search websites.

METHODS USED FOR DATA ANALYSIS

The tools used for data collection are:

- Percentage Analysis
- Chi-Square Analysis

SCOPE OF THE STUDY

1. The present study analyses certain parameters like working conditions, adequate lighting, quality drinking water and food, good restrooms, adequate medical facilities, washroom facilities, first aid services, adequate safety provisions, other statutory benefits etc.
2. To understand the various levels of welfare schemes and the benefits extended to the workers.

LIMITATIONS OF THE STUDY

The study is restricted to the study area.

REVIEW OF LITERATURE

Worker government assistance estimates utilized in the IT business have been found by Lalitha and Priyanka's (2014) paper on "Representative Government assistance Measures Concerning IT Industry". As indicated by the review, the essential objective of worker government assistance is to improve and keep up with representatives' personal satisfaction. A big part of a representative's time is spent working, going there, or getting back from that point. Individuals reserve the option to be considered as entire people with needs, yearnings, and stresses. As referenced in Thiruvengktra and Thangapandian's (2017) concentrate on "Representative fulfillment on government assistance offices." each association's government assistance programs act as an impetus for further developing ties among workers and bosses. Alongside destroying despondency, it elevates worker dedication to the organization, and government assistance administrations help in rousing and staying with representatives inside the.

The review "Workers Government assistance Measures: Significance, Legal Arrangements and Different Organizations Safeguarding the Government assistance of Representatives" by Seetha and Aruna (2019) states that the government assistance of representatives incorporates various offices, administrations, and conveniences proposed to upgrade their wellbeing, efficiency, monetary progression, and societal position. Businesses, the public authority, workers, and any friendly or humanitarian association might go to government assistance lengths.

Anil Kumar and Sai Anil Kumar (2018) led research on "Work Government assistance Measures in Singareni Collieries Organization Restricted." have plainly said that work is an essential part of each and every industry, and work government assistance measures are utilized by businesses to work on the norm of life, which impacts laborer efficiency. The organization's government assistance rehearses have been dissected in this article. The areas under assessment incorporate container offices, training, lodging, and Singareni Seva Samithi (SSS). It has likewise explored terminal advantages, for example, the coal mineshaft opportune asset and annuity framework.

Perumal Ammal in her review named "ladies laborers of match processing plants in Thayilpatti, Kamarajar Locale" has examined that the working and everyday environments of ladies laborers in match Industry. The review has seen that the functioning states of ladies laborers of

the Business taken up for study were unacceptable in light of the fact that they were mistreated with extended periods of work, low wages and chronic frailty and such.

Study led by Smith Kothari to comprehend the functioning states of ladies laborers of match Industry in sivakasi. It was seen that the functioning states of ladies laborers in match Industry are not agreeable. The office for ventilation working spot of the units are not satisfactory. The bathroom office for the ladies are not happy and drives them to experience the ill effects of postural imperfection in addition, the word related conditions in the different creation stages are unsafe.

Suresh Babu M., has investigated the different parts of carefully assembled match Industry. The review has called attention to that the match Business gives degree to men, ladies, grown-ups and kids similarly. It has additionally looked at the functioning states of coordinate manufacturing plants constrained by confidential business people with those of the co-employable match industrial facilities.

ANALYSIS OF THE DATA

Table 1: Demographic and Socio-Economic Factors of the Respondents Age

Sl. No.	Age (in Yrs.)	No. of respondents	Percentage
1	Below 25	34	34
2	25-30	23	23
3	30-35	17	17
4	35-40	13	13
5	40 and above	13	13
	Total	100	100

Marital Status

Sl. No.	Marital Status	No. of respondents	Percentage
1	Married	62	62
2	Un-married	28	28
3	Widowed/Divorced	10	10
	Total	100	100

Educational background

Sl. No.	Educational Level	No. of respondents	Percentage
1	No Education	44	44
2	Primary level	27	27
3	Secondary level	11	11
4	Hr. Secondary	10	10
5	Above Hr. Secondary	8	8
	Total	100	100

Monthly Income Level

Sl. No.	Level of Income	No. of respondents	Percentage
1	Below Rs. 5,000	26	26

2	Rs.5,000 - 8,000	42	42
3	Rs. 8,000 - 10,000	25	25
4	Above Rs. 10,000	7	7
	Total	100	100

Type of Work

Sl. No.	Nature of Work	No. of respondents	Percentage
1	Skilled	30	30
2	Semi-skilled	29	29
3	Unskilled	31	31
4	Helpers	10	10
	Total	100	100

Source: Primary Data

FINDINGS

The above table of Demographic features of the respondents shows Age, Marital Status, Educational background, Monthly Income and their nature work skills is presented in the above table of Demographic Factors of the Respondents. 34% of the respondents are below 25 years of age, 62% of the respondents are married, 44% have no educational background, and 42% of the respondents whose monthly income falls between Rs. 5,000 to Rs. 8,000 and among the respondents 30% are skilled.

Table 2: Opinion of Respondents

Sl. No.	FACTORS	Opinion of Respondents in Percentage (%)					TOTAL
		HS	S	NO	DS	HDS	
1	Statutory benefits	14	77	6	2	1	100
2	Wages	11	74	11	3	1	100
3	Workload	9	40	35	14	2	100
4	Working condition	11	54	20	14	1	100
5	Inter personnel relationship	7	45	40	6	2	100
6	First aid and Medical Facility	10	64	16	8	2	100
7	Drinking water facility	11	66	16	6	1	100
8	Rest room	10	60	15	12	3	100
9	Canteen	7	32	32	26	3	100
10	Maternity benefits	11	66	13	6	4	100
11	Leave/Holidays	12	55	24	7	2	100
12	Co-operative Thrift & Credit Facility	11	56	23	8	2	100

Source: Primary Data

(H.A. – Highly Satisfied, S. – Satisfied, N. O– No Opinion, D.S. Dissatisfied, H.D.S. – Highly Dissatisfied)

CONCLUSION

Effective human asset the board adds to strong work government assistance and smooth modern relations. This assists the business with filling effectively in achieving its objectives and further go into society in an undertaking to elevate the local area and mankind. The ultimate result of this proposition shows representatives was happier with their work and some degree mindful of work government assistance offices presented by the association. It is recommended that administration ought to keep up with similar degree of conveniences and connections in future moreover. Certain moves are to be initiated to upgrade the degree of familiarity with government assistance plots and shield from associations and regulation. Effective execution of these ideas will upgrade the worth of administration to the workers, in this way the board and representatives can feel wonderful. The match business is viewed as an imperative one in many regards it gives significant work potential open doors to ladies. The general surmising drawn from the review is that the work space and Occupation fulfillment are ordinary in the review region. Consequently the review units ought to focus on those variables to improve the review region.

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