



PROMOTING WELFARE MEASURES FOR WOMEN EMPLOYEES IN THE MANUFACTURING INDUSTRY

Dr. K. MAJINI JES BELLA

Assistant Professor and Research Supervisor, Department of Commerce,

VISTAS, Chennai, Tamil Nadu, India – 600 117.

*Email-ID: florence.bella@gmail.com

*ORCID ID: 0000-0002-2228-7597

ABSTRACT:

This study summarizes the key points related to welfare measures among women employees in the manufacturing industry. It provides a brief overview of the importance of implementing welfare measures and highlights some specific measures that can be adopted. The abstract emphasizes the significance of creating a safe and supportive work environment, promoting work-life balance, addressing maternity needs, preventing sexual harassment, offering training and career development opportunities, providing financial assistance, ensuring transportation facilities, and implementing grievance redressal mechanisms. The study concludes by emphasizing the positive impact of these welfare measures on women employees' well-being, job satisfaction, and overall organizational success.

Key words: Employees' well-being, work-life balance, job satisfaction, training and development opportunities

1. INTRODUCTION

Welfare measures play a crucial role in ensuring the safety, well-being, and overall job satisfaction of women employees in the manufacturing industry. This article highlights various welfare measures that can be implemented to support and empower women in the workplace. By prioritizing their needs and addressing gender-specific concerns, organizations can create an inclusive and supportive environment for women employees.

The welfare and empowerment of women employees in the workplace are crucial for fostering an inclusive and equitable working environment. In the leather goods manufacturing industry, it is essential to implement specific welfare measures that address the unique needs and challenges faced by women. By prioritizing their well-being, organizations can create an environment that promotes gender equality, job satisfaction, and productivity.

Women employees in the leather goods manufacturing industry often encounter various issues related to safety, work-life balance, maternity benefits, and career advancement. Addressing these concerns through effective welfare measures is not only a legal and ethical obligation but also a strategic imperative for organizations seeking to attract and retain a diverse workforce.

The welfare measures encompass various aspects, including providing a safe and healthy work environment, ensuring gender-specific facilities, offering maternity benefits, preventing sexual harassment, promoting work-life balance, facilitating skill development and training, providing financial assistance, ensuring transportation facilities, and establishing grievance redressal mechanisms.

2. REVIEW OF LITERATURE

Srinivasa Rao and Vidyanath (2019) found that researchers evaluated the canteen facilities and satisfaction of the employees. There is an association between the age and statutory welfare measures across the different companies. It ascertained that the welfare measures is most important for the employee development and increasing the organizational productivity.

Inglehart. R. (2018), Gourevitch. P. (1986) and Boserup. E., Tan, S. F and Toulmin, C. (2013) revealed that these labour welfare measures primarily depend on the nature of industry, living standards, geographical location and economic condition of peoples hailing from same ideologies.

According to Dr. Lalitamishra (2018) labour welfare is most important for employee job satisfaction and commitment towards the organisation. It will examine the employee satisfaction level and its impact on Commitment. The labour welfare measures will motivate the employee so that they can focus on their tasks to increase the overall productivity of the organisation. Inglehart, R. (2018), Gourevitch, P. (1986) and Boserup, E., Tan, S. F., & Toulmin, C. (2013) these labour welfare measures primarily depends on the nature of industry, living standards, geographical location and economic condition of peoples hailing from same ideologies. Labour welfare measures in the form of amenities, environment and other benefits are most important to enhance the standard of living of the employees.

G. Aarthi, and P. Srinivasan (2018) stated that the impact of Employee Welfare Measures in the Automobile Industry. It was identified that the welfare and safety measures followed by the organization. The employees should satisfied with these measures and they need more improvements. The strength of the organization depends on the employees so that the management should take special care to frame welfare measures policies to improve the welfare and safety measure of the organizations.

Ramamoorthy, Thooyamani, et al. (2017), studied that the effectiveness of welfare measures on employee morale. The employee satisfaction depended on the facilities given by the organisations. These facilities were given by the company to assess the impact of the welfare measures on the individual employee morale. The employees were satisfied by the welfares given by the organisations.

3. SAFE AND HEALTHY WORK ENVIRONMENT

Creating a safe and healthy work environment is crucial for the well-being and productivity of all employees, including women. Ensuring proper lighting, ventilation, and ergonomics to minimize physical strain and health risks. Regular maintenance of equipment and machinery to prevent accidents or hazards. Conducting risk assessments and implementing safety protocols specific to women's needs. A safe and healthy work environment is of paramount importance in promoting employee well-being, satisfaction, and productivity.

The key elements and strategies involved in creating a safe and healthy work environment, with a focus on the well-being of women employees. Organizations must prioritize occupational health and safety measures to prevent work-related accidents and injuries. This involves conducting regular risk assessments, implementing appropriate safety protocols, providing necessary safety equipment, and ensuring compliance with relevant safety regulations. By maintaining a safe working environment, organizations can significantly reduce the risk of workplace incidents and protect employees from physical harm. Effective communication and employee engagement are essential in fostering a safe and healthy work environment. Clear communication channels for reporting hazards, incidents, or concerns should be established, and employees should be encouraged to actively participate in workplace safety programs. Regular training sessions on safety protocols, emergency procedures, and harassment prevention can further enhance employee awareness and engagement.

- **Gender-Specific Facilities**

Establishing separate restrooms, changing rooms, and washrooms for women, ensuring privacy and comfort. Providing hygienic facilities for menstrual hygiene management, including the provision of sanitary napkins and disposal units. Implementing strict policies against sexual harassment and creating a safe reporting mechanism

4. OBJECTIVES OF THE STUDY

- ❖ To implement strict policies against sexual harassment.
- ❖ To promote fairness and gender equality in the workplace.

5. HYPOTHESIS OF THE STUDY

- ✓ There is a significant correlation between age and the enforcement of stricter policies against sexual harassment.
- ✓ There is significant relationship between age and taking prompt action on reported incidents.

6. ANALYSIS AND RESULTS:-

Table: 1

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Offering paid maternity leave as per legal requirements	Between Groups	1.566	3	.522	1.331	.267
	Within Groups	52.557	134	.392		
	Total	54.123	137			
Implementing strict policies against sexual harassment	Between Groups	8.108	3	2.703	4.973	.003
	Within Groups	72.826	134	.543		
	Total	80.935	137			
Conducting regular awareness programs	Between Groups	5.323	3	1.774	2.970	.034
	Within Groups	80.047	134	.597		

	Total	85.370	137			
Taking prompt action on reported incidents	Between Groups	6.467	3	2.156	3.354	.021
	Within Groups	86.113	134	.643		
	Total	92.580	137			
Ensuring a harassment-free workplace	Between Groups	2.195	3	.732	1.170	.324
	Within Groups	83.805	134	.625		
	Total	86.000	137			
Providing childcare facilities	Between Groups	1.889	3	.630	.960	.414
	Within Groups	87.886	134	.656		
	Total	89.775	137			
Assistance programs to support working mothers	Between Groups	5.676	3	1.892	1.900	.133
	Within Groups	133.425	134	.996		
	Total	139.101	137			
Organizing regular health check-ups	Between Groups	5.068	3	1.689	2.876	.039
	Within Groups	78.707	134	.587		
	Total	83.775	137			
Offering counselling services	Between Groups	5.739	3	1.913	2.647	.052
	Within Groups	96.840	134	.723		
	Total	102.580	137			
Offering employee assistance programs to address mental health concerns	Between Groups	3.255	3	1.085	.689	.561
	Within Groups	211.151	134	1.576		
	Total	214.406	137			
Taking prompt action on reported incidents	Between Groups	3.478	3	1.159	.573	.634
	Within Groups	270.993	134	2.022		
	Total	274.471	137			

It was analysed from the above table, the p-value of variables implementing strict policies against sexual harassment, conducting regular awareness programs, taking prompt action on reported incidents, organizing regular health check-ups are less than 0.05 at 5% level of significance. Thus, null hypothesis was rejected for the above variables. Thus, there is a significant relationship between implementing strict policies against sexual harassment, conducting regular awareness programs, taking prompt action on reported incidents, organizing regular health check-ups and age of the respondents.

Table: 2

Multiple Comparisons							
Tukey HSD							
Dependent Variable	(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Offering paid maternity leave as per legal requirements.	Below 30	30 - 40 years	-.120	.110	.695	-.41	.17
		41 - 50 years	-.336	.290	.654	-1.09	.42
		above 50 years	.364	.322	.673	-.48	1.20
	30-40 years	Below 30	.120	.110	.695	-.17	.41
		41 - 50 years	-.216	.291	.880	-.97	.54
		above 50 years	.484	.323	.441	-.36	1.32
	41-50 years	Below 30	.336	.290	.654	-.42	1.09
		30 - 40 years	.216	.291	.880	-.54	.97
		above 50 years	.700	.420	.346	-.39	1.79
	above 50 years	Below 30	-.364	.322	.673	-1.20	.48
		30 - 40 years	-.484	.323	.441	-1.32	.36
		41 - 50 years	-.700	.420	.346	-1.79	.39
Implementing strict policies against sexual harassment	Below 30	30 - 40 years	-.204	.130	.398	-.54	.13
		41-50 years	-.245	.342	.890	-1.14	.64
		above 50 years	1.205*	.380	.010	.22	2.19
	30 - 40 years	Below 30	.204	.130	.398	-.13	.54
		41 - 50 years	-.041	.343	.999	-.93	.85
		above 50 years	1.409*	.380	.002	.42	2.40
	41 - 50 years	Below 30	.245	.342	.890	-.64	1.14
		30 - 40 years	.041	.343	.999	-.85	.93
		above 50 years	1.450*	.495	.020	.16	2.74
	above 50 years	Below 30	-1.205*	.380	.010	-2.19	-.22
		30 - 40 years	-1.409*	.380	.002	-2.40	-.42
		41 - 50 years	-1.450*	.495	.020	-2.74	-.16
Conducting regular awareness programs	Below 30	30 - 40 years	.087	.136	.920	-.27	.44
		41 - 50 years	-.018	.359	1.000	-.95	.91
		above 50 years	1.182*	.398	.018	.15	2.22
	30 - 40	Below 30	-.087	.136	.920	-.44	.27

	years	41 - 50 years	-.105	.359	.991	-1.04	.83	
		above 50 years	1.095*	.399	.034	.06	2.13	
	41 - 50 years	Below 30	.018	.359	1.000	-.91	.95	
		30 - 40 years	.105	.359	.991	-.83	1.04	
		above 50 years	1.200	.518	.100	-.15	2.55	
	above 50 years	Below 30	-1.182*	.398	.018	-2.22	-.15	
		30 - 40 years	-1.095*	.399	.034	-2.13	-.06	
		41 - 50 years	-1.200	.518	.100	-2.55	.15	
	Taking prompt action on reported incidents	Below 30 years	30 - 40 years	.103	.141	.885	-.26	.47
41 - 50 years			-.433	.372	.650	-1.40	.53	
above 50 years			1.167*	.413	.028	.09	2.24	
30 - 40 years		Below 30	-.103	.141	.885	-.47	.26	
		41 - 50 years	-.537	.372	.477	-1.51	.43	
		above 50 years	1.063	.413	.054	-.01	2.14	
41 - 50 years		Below 30	.433	.372	.650	-.53	1.40	
		30 - 40 years	.537	.372	.477	-.43	1.51	
		above 50 years	1.600*	.538	.018	.20	3.00	
above 50 years		Below 30	-1.167*	.413	.028	-2.24	-.09	
		30 - 40 years	-1.063	.413	.054	-2.14	.01	
		41 - 50 years	-1.600*	.538	.018	-3.00	-.20	
ensuring a harassment-free workplace		Below 30 years	30 - 40 years	.092	.139	.913	-.27	.45
			41 - 50 years	.476	.367	.566	-.48	1.43
			above 50 years	.576	.407	.493	-.48	1.64
	30 - 40 years	Below 30	-.092	.139	.913	-.45	.27	
		41 - 50 years	.384	.367	.723	-.57	1.34	
		above 50 years	.484	.408	.636	-.58	1.54	
	41 - 50 years	Below 30	-.476	.367	.566	-1.43	.48	
		30 - 40 years	-.384	.367	.723	-1.34	.57	
		above 50 years	.100	.531	.998	-1.28	1.48	
	above 50 years	Below 30	-.576	.407	.493	-1.64	.48	
		30 - 40 years	-.484	.408	.636	-1.54	.58	
		41 - 50 years	-.100	.531	.998	-1.48	1.28	
	Providing childcare facilities	Below 30 years	30 - 40 years	.011	.143	1.000	-.36	.38
			41 - 50 years	-.294	.376	.862	-1.27	.68
			above 50 years	.606	.417	.469	-.48	1.69

	30 - 40 years	Below 30	-.011	.143	1.000	-.38	.36
		41 - 50 years	-.305	.376	.850	-1.28	.67
		above 50 years	.595	.418	.486	-.49	1.68
	41 - 50 years	Below 30	.294	.376	.862	-.68	1.27
		30 - 40 years	.305	.376	.850	-.67	1.28
		above 50 years	.900	.543	.351	-.51	2.31
	above 50 years	Below 30	-.606	.417	.469	-1.69	.48
		30 - 40 years	-.595	.418	.486	-1.68	.49
		41 - 50 years	-.900	.543	.351	-2.31	.51
assistance programs to support working mothers	Below 30	30 - 40 years	-.134	.176	.871	-.59	.32
		41 - 50 years	-.182	.463	.979	-1.39	1.02
		above 50 years	1.068	.514	.165	-.27	2.40
	30 - 40 years	Below 30	.134	.176	.871	-.32	.59
		41 - 50 years	-.048	.464	1.000	-1.25	1.16
		above 50 years	1.202	.515	.095	-.14	2.54
	41 - 50 years	Below 30	.182	.463	.979	-1.02	1.39
		30 - 40 years	.048	.464	1.000	-1.16	1.25
		above 50 years	1.250	.669	.247	-.49	2.99
	above 50 years	Below 30	-1.068	.514	.165	-2.40	.27
		30 - 40 years	-1.202	.515	.095	-2.54	.14
		41 - 50 years	-1.250	.669	.247	-2.99	.49
Organizing regular health check-ups	Below 30	30 - 40 years	.040	.135	.991	-.31	.39
		41 - 50 years	.152	.355	.974	-.77	1.08
		above 50 years	1.152*	.395	.021	.12	2.18
	30 - 40 years	Below 30	-.040	.135	.991	-.39	.31
		41 - 50 years	.111	.356	.989	-.82	1.04
		above 50 years	1.111*	.395	.029	.08	2.14
	41-50 years	Below 30	-.152	.355	.974	-1.08	.77
		30-40 years	-.111	.356	.989	-1.04	.82
		above 50 years	1.000	.514	.214	-.34	2.34
	above 50 years	Below 30	-1.152*	.395	.021	-2.18	-.12
		30 - 40 years	-1.111*	.395	.029	-2.14	-.08
		41 - 50 years	-1.000	.514	.214	-2.34	.34
Offering counseling services	Below 30	30 - 40 years	.071	.150	.965	-.32	.46
		41 - 50 years	.382	.394	.768	-.64	1.41

		above 50 years	1.182*	.438	.039	.04	2.32
	30 - 40 years	Below 30	-.071	.150	.965	-.46	.32
		41 - 50 years	.311	.395	.860	-.72	1.34
		above 50 years	1.111	.438	.059	-.03	2.25
	41 - 50 years	Below 30	-.382	.394	.768	-1.41	.64
		30 - 40 years	-.311	.395	.860	-1.34	.72
		above 50 years	.800	.570	.500	-.68	2.28
	above 50 years	Below 30	-1.182*	.438	.039	-2.32	-.04
		30 - 40 years	-1.111	.438	.059	-2.25	.03
		41 - 50 years	-.800	.570	.500	-2.28	.68
offering employee assistance programs to address mental health concerns	Below 30	30 - 40 years	.027	.221	.999	-.55	.60
		41 - 50 years	.824	.582	.492	-.69	2.34
		above 50 years	.174	.646	.993	-1.51	1.86
	30 - 40 years	Below 30	-.027	.221	.999	-.60	.55
		41-50 years	.797	.583	.523	-.72	2.31
		above 50 years	.147	.647	.996	-1.54	1.83
	41 - 50 years	Below 30	-.824	.582	.492	-2.34	.69
		30 - 40 years	-.797	.583	.523	-2.31	.72
		above 50 years	-.650	.842	.867	-2.84	1.54
	above 50 years	Below 30	-.174	.646	.993	-1.86	1.51
		30 - 40 years	-.147	.647	.996	-1.83	1.54
		41 - 50 years	.650	.842	.867	-1.54	2.84
Taking prompt action on reported incidents	Below 30	30 - 40 years	-.149	.250	.934	-.80	.50
		41 - 50 years	-.345	.660	.953	-2.06	1.37
		above 50 years	.705	.732	.771	-1.20	2.61
	30 - 40 years	Below 30	.149	.250	.934	-.50	.80
		41 - 50 years	-.197	.661	.991	-1.92	1.52
		above 50 years	.853	.733	.651	-1.05	2.76
	41 - 50 years	Below 30	.345	.660	.953	-1.37	2.06
		30 - 40 years	.197	.661	.991	-1.52	1.92
		above 50 years	1.050	.954	.690	-1.43	3.53
	above 50 years	Below 30	-.705	.732	.771	-2.61	1.20
		30 - 40 years	-.853	.733	.651	-2.76	1.05
		41 - 50 years	-1.050	.954	.690	-3.53	1.43
*. The mean difference is significant at the 0.05 level.							

The Post Hoc- Tukey HSD test is used to test the significant difference between groups based mean difference. It was found from this study 41 – 50 age group respondents have more mean difference as compared with other age group respondents. They strongly agreed the factors such offering paid maternity leave as per legal requirements, implementing strict policies against sexual harassment, conducting regular awareness programs, taking prompt action on reported incidents, providing childcare facilities, assistance programs to support working mothers and taking prompt action on reported incidents.

7. FINDINGS

1. The women have faced challenges in achieving equal pay for equal work. However, there has been an increasing focus on closing the gender pay gap. Many companies and governments have implemented policies to ensure pay equity, promoting fairness and gender equality in the workplace.
2. Organizations have recognized the importance of work-life balance for employee well-being and productivity.
3. Organizations need to implement the policies such as flexible working hours, telecommuting options, and parental leave benefits help support women employees in balancing their professional and personal lives.
4. The organizations need to introduce paternity leave to encourage shared parenting responsibilities. Moreover, providing on-site or subsidized childcare facilities can help working mothers manage their responsibilities effectively.
5. Creating safe and inclusive work environments is essential. Organizations have implemented policies and procedures to address and prevent sexual harassment in the workplace.
6. Clear reporting mechanisms, awareness campaigns, and training programs can help protect women employees and promote a culture of respect.

8. CONCLUSION

By adopting and implementing welfare measures, the manufacturing industry can foster an environment where women employees feel supported, empowered, and valued. These measures not only enhance women's well-being but also contribute to overall organizational success by promoting diversity, reducing turnover, and attracting top talent. It is imperative for organizations to prioritize the welfare of women employees and actively work towards creating an inclusive and gender-sensitive workplace. By adopting and effectively implementing these welfare measures, organizations can enhance the well-being, job satisfaction, and overall success of their women employees. These measures not only address immediate concerns but also contribute to long-term employee retention, productivity, and organizational reputation. Moreover, they play a significant role in promoting gender equality and creating a work culture that values diversity and inclusion.

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Cite this Article

Dr. K. MAJINI JES BELLA, "PROMOTING WELFARE MEASURES FOR WOMEN EMPLOYEES IN THE MANUFACTURING INDUSTRY", International Journal of Scientific Research in Modern Science and Technology (IJERMST), ISSN: 2583-7605 (Online), Volume 2, Issue 3, pp. 35 - 44, March 2023.

Journal URL: <https://ijermst.com/>