



## “Safety and Security Measures under Labour Welfare- A Study on Vehicle Production Industry”

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### ABSTRACT

Legislation on work place safety and social security of employees present in India for several decades, but labour standards and their strict execution in regard to occupational safety are the factor which contribute in higher efficiency, productivity and growth. There are many instances of increased dangers for workers in various areas where the labourers are exposed to an array of unknown hazards. Labourers are in need of organization which would think about the safety and social security of its workers. The present paper is an evaluative paper which will concentrate on the safety and social security of the labourers in a vehicle production industry, the result has made very clear that the safety and social security of labourers are still the least priority of the employer.

**KEYWORDS** : Labour Welfare, Safety, Social Security

### INTRODUCTION

Labour welfare is a significant truth of industrialized relations. These give contentment to the employee and guarantee that apt compensation is achieved. Due to increase in Mechanization, Industrialization and Computerization, labour welfare measures needs to boost up and the workers in the Industries cannot handle such speedy modernization with minimum provisions and facilities. The workers are in need of extra motivation to keep both body and mind together steady. Employer needs to provide such welfare measures which is of at most importance to Labour force. The social and economic characteristics of life of the labours have direct impact on the social and economic progress of nation. There is an urgent need to take care of the labours to offer both statutory and non-statutory conveniences which will motivate and retain them. Most of the welfare conveniences are like safety, security, sanitation and hygienic working condition when such facilities are not provided it will bring dissatisfaction among workers.

Labours health, safety and security measures will promote the efficiency of labour. Welfare measures provided by the employer will have its impact on the fitness, physical and mental effectiveness, attentiveness, morale and overall efficiency of the worker and there are by contributing to the higher production. Some of the facilities and services which fall within the preview of labour welfare are like: adequate canteen facilities, accommodation arrangements, recreational facilities, medical facilities, safety measures, social security and transportation.

Social security is one of the vital parts of the organization towards welfare and it comprises the important social policy in many countries. Social security ensures the status of the people and it will attempt to maintain such status from downfall. Security is the key arrangement made through suitable organization against any risk to which its subjects are exposed. Social security system includes safety, health, family allowances, provident fund, pensions and gratuity schemes, widows and survivors allowances etc. The Constitution of India (Article 41) laid down that the State shall make effective provision for securing the right to public assistance in case of unemployment, old age, sickness and disablement and in other cases of underserved want. The Government took several steps in compliance of the constitutional requirements. It is expected that those in power who support labour reforms for superior financial growth should be aware of their constitutional responsibilities as mandated under Articles 39(e), 43, 48A “to make the life of the workman meaningful and purposeful with dignity of person”. The State shall direct its policy towards securing:

a) The health and strength of workers, men and women;

- b) That the tender age of children is not abused;
- c) The citizens are not forced by economic necessity to enter vocations unsuited to their age or strength; and
- d) Just and humane conditions of work and maternity relief.

### Need for Safety & Security Measures

Safety and Security measures result in improving the environment under which workers are engaged and work. It improves not only their physical competence, but it also provides security to their life and limb. Inadequate conditions of safety measures in organization may lead to increase in the number of fatalities. Human failures due to negligence, ignorance, inadequate skill, and improper supervision has also contributed to such fatalities which emphasize the need for safety and security measures. Joseph, et.al. (2009) in his article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker's conditions.

### RESEARCH METHODOLOGY

Present study is an evaluative study which is qualitative in nature which aims at studying the safety, security and other related amenities provided to the labourers in the industry. Current study is a qualitative study which is conducted in a vehicle production plant where 50 samples were selected utilizing simple random sampling technique and the primary data was collected utilizing the questionnaire prepared by the researcher for the study and collected data was coded, decoded and analyzed utilizing appropriate statistical technique and presented below.

### Objectives of the Study:

1. To study the safety measures under welfare of labourers
2. To study the social security measure provided to labourers

### ANALYSIS & RESULTS

Table No. 1 Socio-Economical details of the samples

Sl. No	Particulars	N = 50	Percent %
<b>Education Qualification</b>			
1	Diploma	4	8
2	Degree	36	72
3	Master Degree	10	20
<b>Age</b>			
1	Below 25	1	2
2	26-35	5	10
3	36-45	16	32
4	46-55	14	28
5	56 above	14	28
<b>Income</b>			
1	Below 10000	4	8

2	11000-20000	32	64
3	21000 Above	14	28

The above Table describes the socio-economic details of the respondents, it is clear that 72% of respondents are degree holders, when it comes the age 32% of respondents belong to age group of 36 – 45 years which is a middle aged persons who are high in number in the industry. The table also infers the income of the respondents where it is clear that 64% of respondents getting salary between 11000 – 20000 rupees whereas, very less i.e. 28% are getting salary more than 21000 rupees.

**Table No. 2 Describes the distribution of normalcy for safety measures**

Particulars	Work Condition	Ventilation	Hygiene	Insurance
N	50	50	50	50
Mean	4.2400	4.1600	3.6600	4.4200
Skewness	-.718	-.715	-.476	-.654

From the above table it is clear that the distribution of normalcy for safety measures are indicating the negative skewness which means that the measures provided inside the organization is unsafe and in such unsafe environment labourers feel insecure and which may even effect the production of the organization. Goetsch (1996) indicated in his study that early successful safety programs were based on the enforcement of safe work practices for the group rather than the individual, but some organizations safety programs only meet the minimum standard. Toole (2002) listed the main causes of accidents in work place. They include lack of proper training, deficient enforcement of safety, lack of safety equipment, unsafe methods or sequencing, unsafe site conditions, not using provided safety equipment, poor Effect of Lack of Adequate Attention to Safety Measures and isolated, sudden deviation from prescribed behavior. The evaluation of the work place safety can be conducted by evaluating all on-site hazard elements. Safety performance of each element can then be measured by evaluating the correspondent on-site hazard factors. With the decrease in potential hazard, safety performance improves (Fang, et.al., 2004).

**Table No.3 Describes the distribution of normalcy for social security**

Particulars	Family Pension	Pension Fund	PF	Gratuity	ESI	Sickness Benefit
N	50	50	50	50	50	50
Mean	4.2400	3.6600	4.4200	4.3600	3.6600	4.4200
Skewness	-.718	-.476	-.654	-.673	-.476	-.654

The above Table indicates the distribution of normalcy for social security measures provided by the organization to its employees, where it as found that the distribution is negatively skewed in all the factors which means that the social security facilities provided is not sufficient. According to Barr (1992), social security fulfils a function of redistribution and it covers contingencies, such as unemployment, inflation and important medical risks that the private sector would not be able to insure. Social security comprises two types of measures, promotional and protective. Promotional measures consist mainly of employment, training, and nutrition schemes, by which persons are enabled to work and earn a livelihood. On the other hand, protective measures consist of schemes by which the State provides the means of livelihood when a person is not able to work (Sankaran, 1993).

**Table No. 4 Describes the Chi-square test**

Particulars	Safety	Social security
Chi-Square	27.400a	21.200b
df	8	9
Asymp. Sig.	.001	.012

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 5.6. b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 5.0.

From the above Table we can come to understand that safety measures and social security amenities provided to the labourers are not up to the mark which may lead to dissatisfaction and impact of such dissatisfaction may be reflected in the behaviors of labourers. Which has been supported by the study conducted by Mthlaine, Othman and Pearl (2008) identify loss of productivity, disruption of current work, damages to plant, equipment, completed work, corrective actions to prevent re-occurrence of accident, degradation of efficiency expenditure emergency equipment, slowdown in operations, costs of workman's compensation, medical payments, insurance premium, costs of rescue operations and equipment, loss of function and operations income, payments for settlements of injury or death claims, legal fees for defense against claims and increased insurance costs as major economic impact of site accident on construction companies.

**CONCLUSION**

Safety and social security are the two important amenities to be provided by the employer to employees to safe guard the interest of the employee. Out of about 400 million workers in the country, only around 50 to 60 million are covered by some form of social security whereas, for the rest a job is the best assurance for social security right now. However, the work group is moving in a direction where the job changeover is common, but when an organization provides a all-inclusive social security cover to its employees will run for a long. When employer fails to provide such amenities to its employee the problems like lack of attention, disinterest, reduce in production, lack of integrity etc, may be set in among the employees. In other words, the job related uncertainty would increase when social security and safety of the workers are not considered with high priority.

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