A CRITICAL APPRAISAL OF LABOUR WELFARE MEASURES IN LARGE SCALE INDUSTRIES OF CHANDRAPUR REGION

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ABSTRACT
The success of each organization depends to a large extent on the ability, competence, efficiency and human resources development, which, being active agents, accumulate capital exploitation of natural resources and build social, economic and political organizations. No organization can think of feasibility and effectiveness without the efficient use of human resources. Therefore, human resource is the most important resource and is considered the backbone of each organization. While factors such as exploration of natural resources, availability of physical and financial resources and international aid contribute to the economic development of a country, none of these factors is more significant than the committed workforce. In fact, one can say that all development comes from the human mind. Today, while the world is out of the concept of labour welfare, all developed and developing strive to promote socio-economic development in order to improve the labour welfare of its citizens. The government in question has also underlined a strong industrial base, which has led to multiplication of work worldwide. It is essentially a business culture that shows the care and concern for the labour welfare of each member of the family. Organizations do not just exist to meet the needs of the individual, but they are survival through productivity. Therefore, it is very essential to look for workforce collaboration to increase production and earn higher profits. It is only possible when you are fully satisfied with their needs. As a result, the labour welfare of employees in and out of work within the organization is a kind of motivation and can also be considered as a social responsibility of the employer.

Keywords: Labour Welfare Measures, Workplace Environment

INTRODUCTION

CONCEPT OF LABOUR WELFARE

It is no wonder that the concept of social work varies from country to country and within countries; The term “Labour Welfare ” is very wide and includes various types of activities carried out for the economic, social, intellectual and moral benefits of the working community. The term "well-being” comes from the French phrase which means "to be well”. The Webster dictionary defines the term "well-being” as a condition characterized by happiness, well-being or prosperity.¹

The Royal Commission on Labor in India (1931) rightly observes that the term is applied to industrial workers is "one that must necessarily be elastic, having a somewhat different interpretation from one country to another, depending on the different social habits , Degree of industrialization and educational development of workers ”.²
The Encyclopedia of Social Sciences defines social work as "volunteering efforts of employers to establish within existing industrial systems the working conditions and sometimes the cultural rights of employees beyond what is required by the Living right, and the costume of the industry and market conditions." Anything made for comfort and enhancement of the scale, intellectual and social, employees more than paid wages, which is not a necessity for the industry.

Welfare work is "services, facilities and services that can be established in or near businesses, to enable people engaged in doing their job in a healthy and pleasant environment and provide services that promote good health and Research Committee Good work ethic defines work-related work as "all that is done by the intellectual, physical, moral and economic improvement of workers, either by employers or by government other agencies or above what is normally expected Contractual benefits that workers could negotiate."

According to the Work Preparation Committee's Declaration of the Workers' Welfare in 1969, "measures to promote the physical, psychological and general well-being of the active population" Mahatma Gandhi in his general program for raising the country's working masses has made a significant impact on the concept of well-being in India. He said, "I do not want anything more for workers and peasants than enough to eat, home, dress and live in comfort as ordinary humans that are respected."

It is evident from previous definitions that it is not complete or complete; there is no precise and definitive structure or demarcation on this subject. More often, they create ambiguities and overlap in some areas of action. However, what is certain is that job prosperity promotes workers' well-being in various ways. Any kind of volunteer service will be included in the field of social work if it is to help the worker work better and in a more enjoyable environment and a better life, more physical, social, moral, economic and intellectual way of life.

**NEED FOR LABOUR WELFARE IN INDIA**

Social status is a social responsibility of some minimum standards of individual and community well-being. In a social state, the community generally recognizes collective responsibility for their weaker or less fortunate members and takes precise measures to help them. The emergence of the concept of social status is the legitimate culmination of the democratic process that emphasizes the values of equality of rights and privileges for all citizens. A social state "a state in which power has been organized is deliberately used to modify the game of market forces in at least three directions, namely by guaranteeing individuals and families a minimum income regardless of market value their property, reducing the degree of uncertainty Which allows individuals and families to deal with certain social contingencies that lead to the otherwise individual and family crisis, and to ensure that all citizens are offered regardless of the state or class the best standard available on some agreed social services ranges."

The establishment of a welfare state is the goal of our country. The ultimate goal of a social state is the well-being of society as a whole, but at the same time it must also be noted that a happy and happy workforce is one of the main pillars on which the large scale industrialization building should rest. Therefore, the material progress of a country depends to a large extent on the work and work of this significant section of society. Providing adequate services to these people so that they can feel happy and happy and can put in your heart and soul an increase in production is therefore of the utmost importance. Indian workers have considered industrial employment as a "bad need" and escaped as quickly as possible. To build a stable and efficient hand work is essential to achieve a net improvement in living conditions and working conditions for workers. Indian industrial worker has often been condemned as lazy and inefficient, but as the Bombay Textile Research Commission said, "It's axiomatic that all activities of a high level of efficiency can only be expected from physically fit and free people mental worries, that is, only people who are adequately trained, adequately housed, nurtured and appropriately dressed properly.

The necessity and importance of welfare measures in India, which are designed to achieve overall improvement in the level of life of workers, can not be overestimated. There can be no doubt about the
beneficial effects of welfare. Wellness activities such as education, sports, entertainment and the like affect the emotional atmosphere at the factory. The development of the feeling of friendship between the two industrial groups spins the way for industrial peace. Social welfare benefits are also remarkable. The supply of canteen, where workers have cheap, clean and balanced food needs to improve their physical fitness, entertainment should reduce the incidence of defects, medical care and maternity and the well-being of children must improve the health of workers and their families; And school structures should increase their mental efficiency and economic productivity. Providing various welfare measures will make workers feel and realize that they also have a stake in the company they are engaged in, and therefore any pertinent action on your part that could harm the interests of the company is likely to have feedback about your interests. The development of such a feeling helps to further reduce the chances of a conflict between work and capital in the sector on inconsistent bases. Therefore, you can increase total output. Overall, the prevalence of wellness facilities can reduce, if not eliminate, the prevalence of high absenteeism rates and labor turnover in Indian industries. In fact, "which improves the working conditions and the lives of employees, everything leads to the increasing adaptation of the worker to his task and what makes you feel pleased to diminish the desire or need to leave for a while and lighten for him and for absenteeism industry load."

In India, the work of social welfare will undoubtedly increase the level and efficiency of workers in various sectors. However, it is not the intrinsic inefficiency of Indian workers. In fact, little has been done to improve the efficiency of workers in their country. It will be in the interest of employers to recognize the value of such measures and gains from them and realize that the amount spent by these activities will be an important investment and ultimately increase profits. To get the most out of the results, care activities must be conducted with the right spirit, that is to say, especially in order to make life happier and healthier workers. Employers in India have often used social assistance activities to undermine the influence of trade unions and workers in the strip of their discriminating members of the union. Workers who unite a union are depriving welfare facilities. In addition, the provision of social care services has also been considered by some employers in this country as an easy device to make your employees submit. Employers in India, therefore, must learn the right spirit in which social assistance services should be provided to workers. In addition, wellness activities will not reach their purpose if workers are not adequately paid. The need for wellness work is done all over the world because of socio-economic conditions and the problems that industrial society has been launched. The importance of social work for workers does not need any emphasis, especially in India. If you look at the conditions of the working class in India, you may find that they have to work long hours in an unhealthy environment, and during their free time. They have no means of eliminating the fatigue of their lives. The village communities retired and thrown into a strange and unusual environment are likely to become easy victims of drinking, gambling and other vices, which tend to demoralization and ruin.

Indian industrial working class originated mainly by the traditional village society based on the caste hierarchy. Initially migration to India, joining the industrial centers, farmers was not independent, but socially and economically disabled people commonly used for extremely unfavorable economic and social circumstances. Work welfare measures are needed in India because the country is undergoing a transition phase in which a rural society and basic agriculture are changing into an urban-based and industry-based society. The difficulties inherent in this transition process need to be smooth. It should be easier for a worker to adapt to a new lifestyle. It is clear that social services are the social counterpart of economic development and the development of adequate social organization. It is true that social development, by its very nature, is lagging behind in economic development, and should also go back to creating more serious problems. In India, the goals of care activities are a part of humanitarian, partly economic and civilian. It is humanitarian because it aims to provide workers with some life structures and services that they themselves can not provide. It's economic, because it improves efficiency and keeps happy worker workers and minimizes the potential for conflict. It is civic, because it is a means of promoting a sense of responsibility and dignity among workers and making them better citizens. The importance of social work for workers does not need any emphasis,
especially in India. If the conditions of the working class of our country under consideration, you may find that they have to work for long hours in unhealthy environments, and during their free time. Therefore, the need for job prosperity is a very important element of the population of the countries, contributing to improving the production and development of better country

STATEMENT OF THE PROBLEM

The Indian large scale industry has been a reference point for socio-economic development in both rural and urban areas. To optimize the performance of employees working in the large scale industry, it is important to build, coordinate their skills and energies significantly and efficiently.

Over time, the management of human resources in the large scale industry weakened. The result is dissatisfaction among employees of the large scale industry, resulting in a low growth rate due to poor image, unsatisfactory working conditions, limited personal growth, lack of professionalism in the field of human resource management, etc. Of employees, The lack of integration between employees and businesses, the demoralization and the lack of work security. Whenever certain needs arise in the past, the administration has supported its impotence in meeting these demands because of its financial severity and steady decline in profitability. As a result, the large scale industry closes operations and reduces employees. To avoid such closures and consequent reduction of employees in the future, careful study is crucial in this regard. In this context, the researcher has sought to study work welfare measures of large selected industries in the Chandrapur region

IMPORTANCE OF THE STUDY

Work-related welfare in an industrialized society has a great impact not only on the workforce but also on all aspects of human resources. Work wellness includes all those activities that not only protect existential needs, but also ensure an improvement in the spiritual and emotional quotient. It is a short and long-term goal for building a human society. Work wellness activities are combinations of different phases, the cumulative effect of which is to fatten the wheels of industry and society. Solid working relationships can only be based on human relationships and good human relationships dictate that being a worker, human beings must be treated humanely, including respect for the dignity of work, fair treatment and concern for physical needs and the social aspects of human beings. In every sector, good relations between management and workers depend on the degree of mutual trust that can be established. This in turn depends on the acknowledgment by the work of goodwill and the integrity of the organization in the daily management of issues of mutual interest.

The basic necessities of a job are freedom from fear, job security, and freedom from need. Proper food, better health, clothing and shelter are human requirements. The human heart holds the secret pride and invariably responds to courtesy and goodness just as it provokes tyranny and fear. An environment in which he is satisfied with his work of a bright future and endowed with his basic needs in life means an environment of good working conditions and job satisfaction. Work wellness activities are based on the argument that greater productivity requires more than modern machines and hard work. It requires the cooperative effort of the parties, work and leadership. This is only possible when the work is given with due importance and the human element is taken into consideration at every stage. The worker has a background of knowledge and experience in his work. If it is properly addressed and used in full, this would greatly contribute to the prosperity of the organization. This can only be achieved through the satisfaction of the workforce as the worker feels he is an active participant in the production process and does his best to increase production and productivity. The study provides a detailed overview of the various aspects of workplace welfare measures in the large industries of the Chandrapur region. The study will help policy makers recognize the importance of large-scale enterprises and industries in providing employment to the workforce for economic development. This will further guide them in establishing commercial policies to improve performance.
OBJECTIVES OF THE STUDY

The study mainly focuses on labour welfare practices in selected large scale industries in Chandrapur region. For this study, the following objectives are set:

1. To know the importance of labour welfare in the industries.
2. To Study the welfare practices adopted by large scale industries of Chandrapur region.
3. To focus on labour welfare measures applied by selected large scale industries in Chandrapur region.
4. To know the Problems in Implementing labour welfare Measures in large scale industries of Chandrapur region

RESEARCH METHODOLOGY

The exploratory research design has been used for the purposes of this study. Labour welfare practices have not been studied in the Chandrapur region of Maharashtra, although this sector has gained much attention in the international context. Therefore, the basic understanding of this field is not very clear. Have a better understanding of the problems of labour welfare practices; the current research study is based on primary and secondary data sources, and therefore the exploratory research design is the most suitable way to investigate the current field. The purpose of this study is to find out why the large scale industries of Chandrapur region is lagging behind in the good practices of labour welfare.

Secondary data is collected from various research books, International; National Labour Organisation Reports and Government Reports; The research could not be facilitated with the help of the quantitative method churning method, so for the current research a qualitative research was used as a methodology. Qualitative research has helped to understand the context of all kinds of labour welfare practices. The qualitative methodology has also helped to understand the complex relationship between the owner, the union and the workers in the region concerned.

SAMPLING, TOOLS AND TECHNIQUES

The sampling process used for the study was purposive sampling. The centre of attention of this research is on labour / workers of the large scale industries of the Chandrapur region in the Maharashtra state. The labour were also interacted with, to understand the types of labour welfare practices adopted for them. For the purpose of the study, primary data is collected from 500 labours from 15 large scale industries out of 38 large scale industries located in the Chandrapur region of the Maharashtra state. For the purpose of data collection, a structured questionnaire is used for labours and the interview technique is adopted. Data collected from primary sources is analyzed with the help of computer software and statistical tools. The selection procedure of sample units and sample respondents is as follows.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Types of Large Scale Industries in Chandrapur</th>
<th>Unit Selected</th>
<th>Sample Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Iron &amp; Steel Industry</td>
<td>04</td>
<td>114</td>
</tr>
<tr>
<td>2</td>
<td>Paper Industry</td>
<td>01</td>
<td>54</td>
</tr>
<tr>
<td>3</td>
<td>Large scale Industry</td>
<td>04</td>
<td>122</td>
</tr>
<tr>
<td>4</td>
<td>Power Industry</td>
<td>04</td>
<td>119</td>
</tr>
<tr>
<td>5</td>
<td>Chemical Industry</td>
<td>02</td>
<td>91</td>
</tr>
<tr>
<td>Total:</td>
<td></td>
<td>15</td>
<td>500</td>
</tr>
</tbody>
</table>
INSTRUMENT USED FOR DATA COLLECTION

A combination of methods and research techniques has been used to collect data. These include comments, observation, personal interviews, and focused group discussions. The researcher used a qualitative questionnaire that contained two types of questions: closed and open questions. The analytical approach to narrative analysis was used to analyze data that was collected to convey meaning to people. Closed questions will give respondents a list of the answers they should choose, while open questions will allow respondents to give their general reactions to questions, thus providing the researcher with a wide range of data. Understanding the deeper issues that quantitative research hides in figures is that physical observations have also been made in the yards to address the questionnaire responses to what is actually obtained on construction sites. The study is limited to the large scale industries of the Chandrapur region alone. A total of 500 respondents surveyed, all of them mostly from the lower class working in large-scale industries.

DATA ANALYSIS

Data collected is analyzed in consideration of research objectives. This is done using a narrative analysis with the help of tables and charts. For the purpose of data analysis appropriate simple statistical and mathematical tools is used. The collected data is analyzed taking into account the objectives of the research. This is done using a narrative analysis with the help of tables and graphs. Simple statistical and mathematical tools are used for the purpose of data analysis.

HYPOTHESIS FOR THE STUDY

H01: The workplace environment (conditions) is not satisfactory in the large industries of the Chandrapur region.

H02: The Statutory Labour Welfare Facilities provided by large scale industries in the Chandrapur region is not satisfactory.

H03: Non-statutory Labour Welfare Facilities provided by large-scale industries in the Chandrapur region is not satisfactory.

LIMITATIONS OF THE STUDY

This study has recognized some limitations. Participants in this study are labours / workers workers from the large scale industries of Chandrapur region in Maharashtra State. Therefore, results may not be generalized to other populations. The reason is that there is no data and information that the respective HRM departments have maintained to measure welfare practices. The researcher concluded with the available data. Likewise, the employer employee relations and the role of employees can not be evaluated for want of recorded data and information. Inconsistency in responses is another limitation. The study is limited to a selected sample of 500 respondents, but there is scope to increase this number. For cross-check, some items are repeated in the questionnaire and the inconsistency element is deleted. However, these limitations did not in any way affect the quality of the study and compliance with the objectives set by the study.

SCOPE OF THE STUDY

The purpose of the study is to assess labour / workers perception of workplace welfare measures in large-scale industries in the Chandrapur region. This study is limited to 15 Large Scale Industrial Units. The labour welfare measure is a great area. In this study, the most common measures of social work, namely, have studied the law measures for the welfare of workers, welfare measures not provided by the law of work and social security measures.
DATA ANALYSIS AND INTERPRETATION

Provisions of Statutory Welfare Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Facilities</th>
<th>No. of Respondents</th>
<th>% to Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Drinking water</td>
<td>452</td>
<td>90.40</td>
</tr>
<tr>
<td>2</td>
<td>Canteen</td>
<td>313</td>
<td>62.60</td>
</tr>
<tr>
<td>3</td>
<td>First aid facility</td>
<td>378</td>
<td>75.60</td>
</tr>
<tr>
<td>4</td>
<td>Sitting facilities.</td>
<td>384</td>
<td>76.80</td>
</tr>
<tr>
<td>5</td>
<td>Latrines &amp; Urinals.</td>
<td>390</td>
<td>78.00</td>
</tr>
<tr>
<td>6</td>
<td>Rest rooms</td>
<td>333</td>
<td>66.60</td>
</tr>
<tr>
<td>7</td>
<td>Washing places.</td>
<td>238</td>
<td>47.60</td>
</tr>
<tr>
<td>8</td>
<td>Protective devices</td>
<td>226</td>
<td>45.20</td>
</tr>
<tr>
<td>9</td>
<td>Crèches</td>
<td>128</td>
<td>25.60</td>
</tr>
<tr>
<td>10</td>
<td>Changing rooms</td>
<td>230</td>
<td>46.00</td>
</tr>
</tbody>
</table>

Source: Primary data

Fig. Provisions of Statutory Welfare Facilities

What type of statutory welfare facilities provided by the company management to their workers? The question was asked to all the respondents. The data in this regards are classified in the Table No. 6.19. The fact known from the table that:

1. 452 (90.40%) respondents told that drinking water facility is available at the workplace,
2. 313 (62.60%) respondents were provided canteen facility in the company;
3. 378 (75.60%) respondents told that first aid / medical facility provided by the company;
4. 384 (76.80%) respondents expressed that sitting facility is made available by the company management.
5. 390 (78%) respondents told that they were provided latrines and urinal facility at the workplace
6. 333 (66.60%) respondents were using rest room in the company for a while resting.
7. 238 (47.60) respondents told that; washing places is available at the company;
8. 226 (45.20%) respondents told that; the protective devices were provided by the company.
9. 128 (25.60%) respondents told that; crèches were available for women labours in the company.
10. 230 (46%) respondents told that; changing room is available to them for changing the clothes.

Hypotheses No. 02: “Statutory Welfare Facilities provided by Large Scale industries in Chandrapur region is not satisfactory”

452 (90.40%) respondents told that drinking water facility is available at the workplace, 313 (62.60%) respondents were provided canteen facility in the company; 378 (75.60%) respondents told that first aid / medical facility provided by the company; 384 (76.80%) respondents expressed that sitting facility is made available by the company management, 390 (78%) respondents told that they were provided latrines and urinal facility at the workplace, 333 (66.60%) respondents were using rest room in the company for a while resting, 238 (47.60) respondents told that; washing places is available at the company; 226 (45.20%) respondents told that; the protective devices were provided by the company, 128 (25.60%) respondents told that; crèches were available for women labours in the company, 230 (46%) respondents told that; changing room is available to them for changing the clothes. It is concluded from the study that on an average 61.44 percent respondents were satisfied from the statutory welfare facilities provided by the employer. On the basis of above discussion the hypotheses formulated for the study is rejected.

Provisions of Non-Statutory Welfare Facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Facilities</th>
<th>No. of Respondents</th>
<th>% to Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Free medical facility</td>
<td>74</td>
<td>14.8</td>
</tr>
<tr>
<td>2</td>
<td>Free children's education</td>
<td>44</td>
<td>8.8</td>
</tr>
<tr>
<td>3</td>
<td>Free housing / quarters</td>
<td>68</td>
<td>13.6</td>
</tr>
<tr>
<td>4</td>
<td>Medi-claim Insurance</td>
<td>129</td>
<td>25.8</td>
</tr>
<tr>
<td>5</td>
<td>Recreation facility</td>
<td>132</td>
<td>26.4</td>
</tr>
<tr>
<td>6</td>
<td>Consumer Co-operative stores</td>
<td>73</td>
<td>14.6</td>
</tr>
<tr>
<td>7</td>
<td>Credit Society</td>
<td>77</td>
<td>15.4</td>
</tr>
<tr>
<td>8</td>
<td>Flexi-times</td>
<td>82</td>
<td>16.4</td>
</tr>
<tr>
<td>9</td>
<td>Labour assistance</td>
<td>51</td>
<td>10.2</td>
</tr>
<tr>
<td>10</td>
<td>Entertainment</td>
<td>44</td>
<td>8.8</td>
</tr>
</tbody>
</table>

Source: Primary data.
What type of Non-statutory welfare facilities provided by the company management to their workers? The question was asked to all the respondents. The data in this regards are classified in the Table No. 6.20. The fact known from the table that:

1. 74 (14.80%) respondents told that free medical facility is provided by the company,
2. 44 (8.80%) respondents were provided free children’s education facility by the company;
3. 68 (13.60%) respondents told that free housing or quarters facility provided by the company;
4. 129 (25.80%) respondents expressed were provided free medi-claim facility by the company management.
5. 132 (26.40%) respondents told that recreation facility is available in the company.
6. 73 (14.60) respondents told that; consumer cooperative store is available in the company for the employees;
7. 77 (15.40%) respondents told that; the credit society is available to them in the company,
8. 82 (16.40%) respondents told that; flexi-time facility is made available by the company to them,
9. 51 (10.20%) respondents told that they were provided Labour assistance facility at the workplace
10. 44 (8.80%) respondents told that; various entertainment arrangements were made by the company

Hypotheses No. 03: “Non-Statutory Welfare Facilities provided by large scale industries in Chandrapur region is not satisfactory.”

74 (14.80%) respondents told that free medical facility is provided by the company, 44 (8.80%) respondents were provided free children’s education facility by the company; 68 (13.60%) respondents told that free housing or quarters facility provided by the company; 129 (25.80%) respondents expressed were provided free medi-claim facility by the company management, 132 (26.40%) respondents told that recreation facility is available in the company, 73 (14.60) respondents told that; consumer cooperative store is available in the company for the employees; 77 (15.40%) respondents told that; the credit society is available to them in the company, 82 (16.40%) respondents told that; flexi-time facility is made available by the company to them, 51 (10.20%) respondents told
that they were provided Labour assistance facility at the workplace, 44 (8.80%) respondents told that; various entertainment arrangements were made by the company. It is concluded from the study that on an average only 15.48 per cent respondents were agreed with hypotheses statement about non-statutory welfare facilities provided by the employer. On the basis of above discussion the hypotheses formulated for the study is accepted.

CONCLUSION

1. Workplace welfare measures allow workers to live a richer and more satisfying life and contribute to the productivity of work and the efficiency of society.
2. The concept of job prosperity is basically based on human values in which every citizen has the right to work in a pleasant environment without risk to his health with reasonable wages and other terms and conditions of employment.
3. Having a satisfying workforce is very essential for the proper functioning of each organization.
4. The employer's welfare and safety measures will have an immediate impact on physical and mental efficiency, morale and overall worker efficiency, thus contributing to increased productivity.
5. The working environment of any activity in a factory has negative effects on the worker due to heat, noise, odor, smoke etc. involved in the production process.
6. An efficient, knowledgeable, happy and happy employee will be good for any organization if they are happy, focus on their work, and get better results.
7. An employee will only be happy when their needs are met.
8. The progress of a nation and in particular of industrial growth depends solely on a satisfactory workforce.
9. If you take care of their well-being, they will be satisfied and their productivity will increase.
10. Workplace welfare measures are an effort to relieve industrial workers of their worries and make them happy.
11. A harmonized relationship is needed for both employers and employees to safeguard the interests of both sides of production.
12. A safe working environment reduces absenteeism, insurance companies and improves productivity.
13. The problem of health and safety at work is a serious challenge for most organizations.
14. Employers and trade unions should play a leading role in identifying dangers, educating members, and helping protect members from the risks at work.
15. The employer has a common legal obligation to evaluate the workplace to provide a safe working environment for its employees.
16. Health and safety occur to different workers, especially those who work in unfavorable conditions because these employees often ignore their security rights, do not have unions to represent their workplace needs.
17. It has been found that the vast majority of respondents are aware of legal welfare structures.
18. Most workers are strongly benefited from the welfare measures provided by industry. In general, most workers are satisfied with the industry's social security measures.
19. Most employees who have between 10 and 15 years of experience and more than 15 years of experience are very happy with security measures, working conditions, and so on.
It would be noted above that industrial welfare measures in industrial sectors have not yet been developed and applied with force. They are the key to any industrial organization to increase its productivity.

FUTURE STUDY

1. The researcher may undertake further research on the following topic.
3. A study of the professional satisfaction of work through the implementation of the legal welfare of work.
4. Correlation between workplace welfare practices and job efficiency.
5. Necessity of workplace welfare practices for the non-trade sector.
6. Effectiveness of labor laws in India.

REFERENCES