

## **A study on welfare measures for women with reference to small and medium enterprise in Mysore city**

*Juhie Singh*  
Assistant Professor

*Amreen Kousar*  
Assistant Professor  
Department of Commerce  
St. Philomena's College (Autonomous)  
Bannimantap Mysore-15

### **Abstract**

In today's technological era, human resources are considered the most valuable asset for every organization. Despite the advancements in technology, we cannot underestimate the importance of human resources as the success of any organization depends on their efficient utilization. Providing welfare activities and facilities is crucial to promoting better working conditions and living standards for workers, which ultimately increases productivity. The concept of labor welfare differs from country to country and over time. Welfare programs provide various facilities and amenities in and around the workplace to improve the quality of work-life of the employees. These facilities may include canteens, restrooms, recreation areas, medical facilities, pick and drop facilities, accommodation for workers employed at a distance from their homes, maternity benefits for working women, and others. Welfare activities improve the employees' overall image and sentiments towards the organization, which in turn boosts their motivation levels. Organizations should strive to provide welfare facilities to their employees to keep them motivated. Welfare schemes can be broadly classified into two categories: statutory and non-statutory welfare schemes. Statutory schemes are compulsory and must be provided by organizations in compliance with the laws governing employee health and safety. These schemes include canteen facilities, drinking water, proper lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals, washing places, spittoons, and restrooms. Non-statutory welfare schemes are optional and may include personal health care, flexible working hours, employee assistance programs, harassment policies, employee referral schemes, and medical insurance schemes. The non-statutory welfare schemes differ from organization to organization. Overall, welfare measures promote the efficiency of employees.

Promoting the efficiency of employees is vital to the success of any organization. One way to achieve this is by providing welfare measures that have an immediate impact on the physical and

mental well-being of workers. Such measures contribute to higher productivity, as employees are more alert, efficient, and have higher morale.

The study focuses on the welfare measures provided by small and medium-sized enterprises for women employees in Mysore city. Welfare measures aim to enrich the lives of employees and keep them happy. The study aims to identify the various welfare measures adopted by these enterprises for women employees and their significant influence on the employees' satisfaction levels. To create awareness about the welfare schemes among women employees.

## **Introduction**

Employers often implement welfare measures to boost employee productivity. These measures, also known as welfare benefits, are essential for ensuring the well-being of your employees. Examples of such benefits include medical, dental, and vision insurance, life insurance, disability coverage, and protection against discrimination. Additionally, employers should provide basic facilities such as creche, recreational facilities, maternity benefits, hostel and transport facilities, and other welfare measures to support female employees. These measures should be taken by both employers and the State in Government establishments, public sector enterprises (including banks, ports, and educational institutions), factories, mines, plantations, agricultural fields, orchards, and other places. This will help to ensure the safety, health, and happiness of employees, and improve productivity.

The Working Women (Basic Facilities and Welfare) Bill, of 2018 aims to ensure that working women can access basic facilities and welfare measures. The bill has several clauses that provide for childcare facilities (Clause 4), recreational facilities for working women and their children (Clause 5), security measures for the safety of working women (Clause 6), maternity facilities (Clause 7), hostel and transport facilities for working women (Clause 8), and protection from health hazards (Clause 9).

The expenditure for the states will be borne out of the Consolidated Fund of the respective state government. However, for Union territories, the expenditure will be borne out of the Consolidated Fund of India. The bill, if enacted, will require a recurring expenditure of approximately Rs. 2,000 crore per annum and a non-recurring expenditure of Rs. 5,000 crore.

Central and state governments have implemented measures to provide welfare facilities for women employees to improve retention rates and job satisfaction.

Small and Medium Enterprises (SMEs) often implement various welfare schemes and policies to support the well-being of their women employees. These initiatives are designed to create a more inclusive and supportive work environment. While the specific programs may vary, here are some common women employees welfare schemes implemented by SMEs:

### **Flexible Work Arrangements**

Telecommunicating/Remote Work Allowing female employees to work from home or have flexible work hours to balance their personal and professional responsibilities.

**Part time Employment:** Offering part time work options to accommodate employees with specific scheduling needs.

### ***Maternity and Parental Leave policies***

Extended Maternity leave providing longer maternity leave periods to support women during pregnancy and postpartum recovery.

**Parental leave:** offering leave policies that support both mothers and fathers in their parenting responsibilities.

### **Child Support**

Establishing on-site childcare centres or parenting nearby facilities to make it easier for working mothers.

**Health And wellness programs:** Providing comprehensive health insurance coverage, including coverage for family members.

**Wellness Programs:** Implementing initiatives that promote the physical and mental well-being of female employees, such as fitness programs, stress, management workshops, and health screenings.

### **Career Development and Training**

Training and skill development: Providing opportunities for female employees to enhance their skill and advance in their careers.

Mentorship Programs: Establishing initiatives to support the professional growth and development of women within the organization.

### **Anti-Harassment Policies**

Sexual Harassment Prevention: Implementing clear policies and procedures to prevent and address sexual harassment in the workplace.

Training Programs Conducting regular training sessions to educate employees about harassment prevention and reporting.

### **Diversity and Inclusion Initiatives**

#### ***Equal Opportunities***

Ensuring equal opportunities for career advancement and professional development for all employees, regardless of gender.

#### **Diverse Hiring Practices:**

Implementing inclusive hiring practices to promote diversity in the workforce.

Financial Assistance Programs.

#### **Employee Assistance Programs(EAPs):**

Providing counselling services, financial assistance, and resources to help employees navigate personal challenges.

#### **Education Assistance :**

Supporting female employees pursuing further education or professional certifications.

#### **Recognition and Rewards:**

Employee Recognition Programs, Acknowledging and rewarding the contributions of female employees through recognition programs and incentives.

#### **Promotion Opportunities:**

Ensuring equal opportunities for career advancement and promotions based on merit.

It's important for SMEs to regularly assess and update their policies to meet the needs of their workforce and to comply with applicable labor laws and regulations. Additionally, open communication channels between

employers and employees can help tailor these schemes to the specific needs and preferences of the women employees in the organization.

### **Literature Review**

A study conducted in 2016 focused on the welfare measures for employees in small-scale industries in Hosur, Tamil Nadu. The objective of welfare programs is to promote the physical, psychological, and overall well-being of the working population. It reflects the corporate attitude and commitment towards the employees at all levels. (1).

A recent empirical study in 2016 has analyzed labor welfare schemes to determine their impact on job satisfaction. The study found that these measures play a significant role in influencing the level of job satisfaction among employees. This information can be useful for management to evaluate the effectiveness of their labor welfare policies and make improvements accordingly(2).

In 2017, a paper titled "Women Employee Welfare: The Transition" was published. The paper aimed to explore the history of working women's welfare and understand the modern welfare initiatives taken by different organizations. The paper concluded that companies are significantly recruiting and retaining female employees. They are devising new strategies to ensure these potential female employees do not leave the company prematurely (3).

In 2017, a study was conducted on employee welfare measures in select public sector enterprises in Karnataka. Employee welfare is an important feature of industrial relations and is a vital new newline ingredient in smooth employer-employee relations Employers offer extra incentives in the form of employee welfare schemes in order to increase employee welfare and make it possible to persuade workers to accept mechanization(4).

In 2017, various organizations adopted modern welfare measures for women employees(5).

IN 2018 another study done on welfare measures observed that Employers provide various services to employees in addition to wages for their welfare. The terms employee welfare and workers' welfare are used interchangeably(6).

In 2018, a study was conducted to evaluate the impact of employee welfare measures on job satisfaction in the public sector. The study revealed that nowadays, the management of organizations gives a lot of importance to their employees and provides them with a variety of welfare measures, regardless of the size of the company. Moreover, it's common to see annual reports of corporations featuring the Board of Directors thanking the employees for their services(7).

In 2019 A study on An Empirical Examination of Manufacturing Companies: Employee Satisfaction with Labour Welfare Measures was conducted where the researchers concluded that Employees are giving importance to Welfare measures, Health measures, and Safety measures in order importance to enhance employee satisfaction (8).

In 2019 again one more study was conducted on employee welfare measures with a special focus on AVR Manufacturers in Coimbatore, Tamil Nadu. The study found that improving welfare measures can boost employee morale, leading to increased productivity and profits for the organization (9).

In 2020 A Study on Employee Welfare Measures in the Construction Industry in India was made where the authors have aim to explore the welfare measures provided to employees in the construction industry in India. The researcher has focused on various aspects of employee welfare, including healthcare, safety, and financial benefits and also examine the impact of these measures on employee satisfaction and productivity(10).

A study was conducted in 2021 on labor welfare measures and working conditions in the clothing industry. The study specifically focused on the Tiruppur district in India. To improve working performance, it is recommended that the management appoint a separate counselor who can help the laborers with their official and personal problems. The scope of the study has been extended to include all sections of the organization, in order to measure the level of employee satisfaction(11).

A study was conducted in 2022 to examine the impact of welfare measures on the quality of work-life of information technology employees in Chennai City. The study found that most of the employees were male, while most of the females were satisfied with their welfare facilities. However, 14% of the employees were dissatisfied with the flexibility towards working hours, which affected the quality of their work life. It was also found that most of the IT companies had unmarried employees(12).

In 2023, a study was conducted to evaluate the effectiveness of employee welfare measures. A company's workforce is its most valuable asset(13).

### **Statement of Problem**

Previous studies conducted by many researchers have shown that there are limited welfare facilities available for women employees.

Furthermore, it was discovered that around 70% of these studies focused on employee welfare measures in general, without specific attention to gender.

Most of the studies were carried out in the IT, infrastructure and construction industries, with little emphasis on small and medium-sized enterprises.

Although some of these studies did look into women's welfare measures, they were not given enough attention.

### **Objectives of the Study**

Evaluate existing employee welfare facilities.

Gather employee feedback on current welfare facilities.

It is important to determine whether the employees have knowledge about the labor welfare measures.

To determine the welfare facilities offered by small and medium-sized enterprises to their female Employees.

To assess the level of job satisfaction among female employees, specifically in relation to their work environment.

### **Research Methodology**

#### ***Sources of data collection***

Both primary and secondary data have been used for this study

Primary data through structured questionnaires and secondary data includes research articles, thesis, dissertation, newspapers, journals, magazines, etc.

Sample size: The overall population or sample size for the study was only 80 respondents from medium and small-scale enterprises in Mysore city

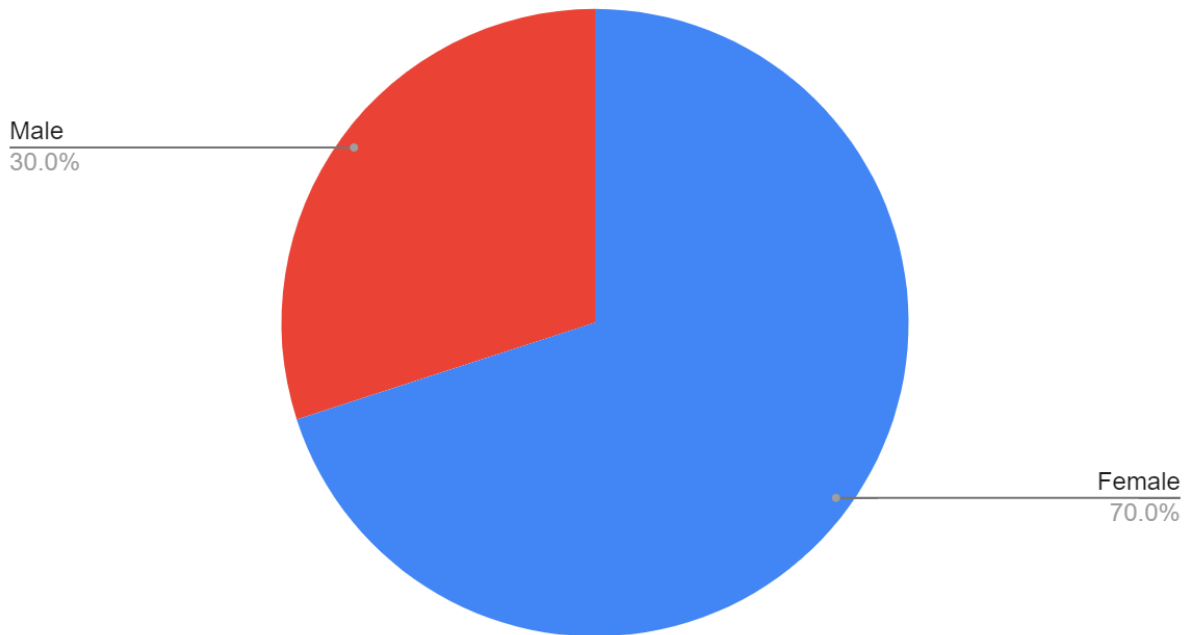
Sampling method:

The method of sampling used is a simple random sampling method

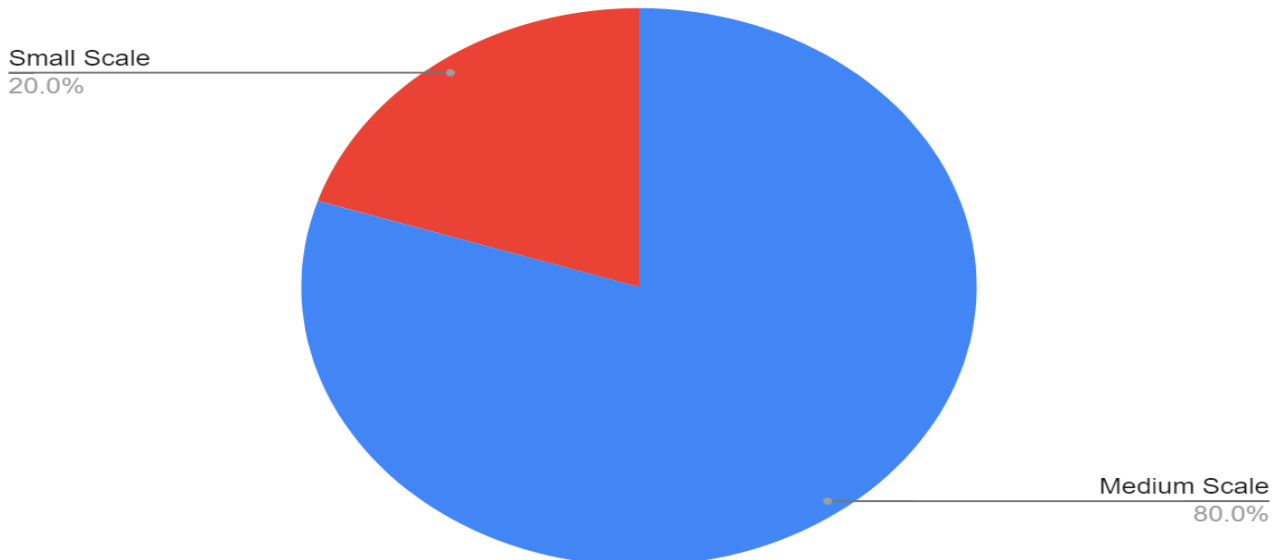
Techniques for data processing and analysis: We have used the percentile

### Analysis and interpretation

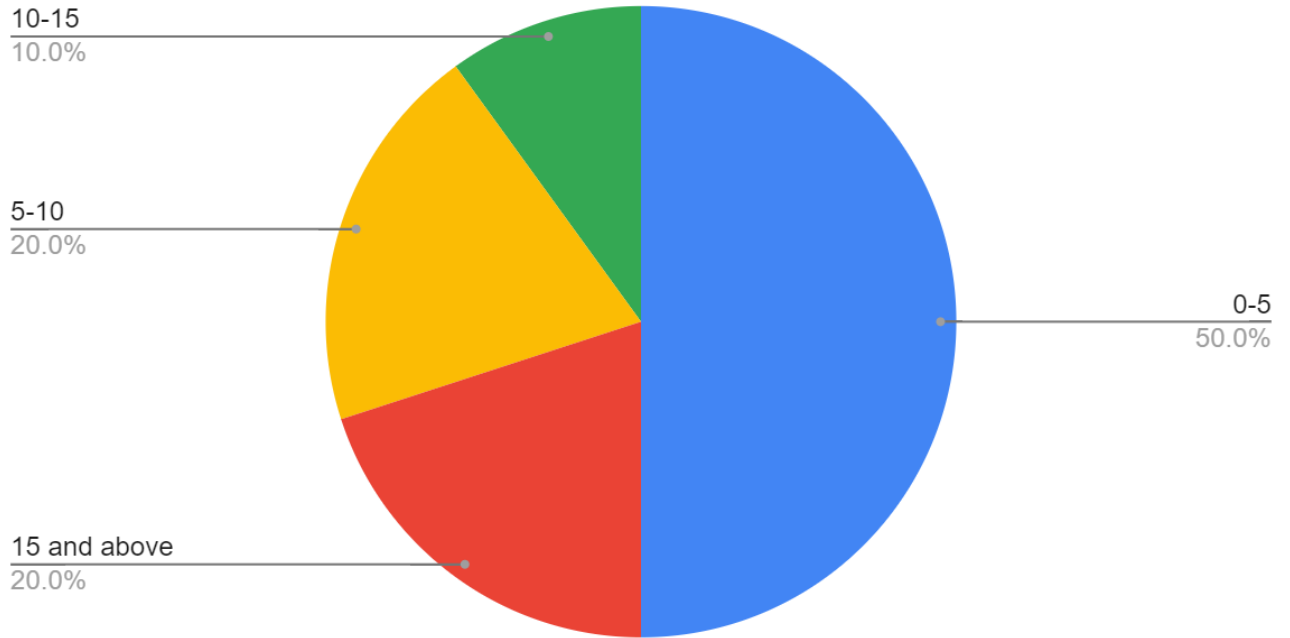
Count of 4. Gender.



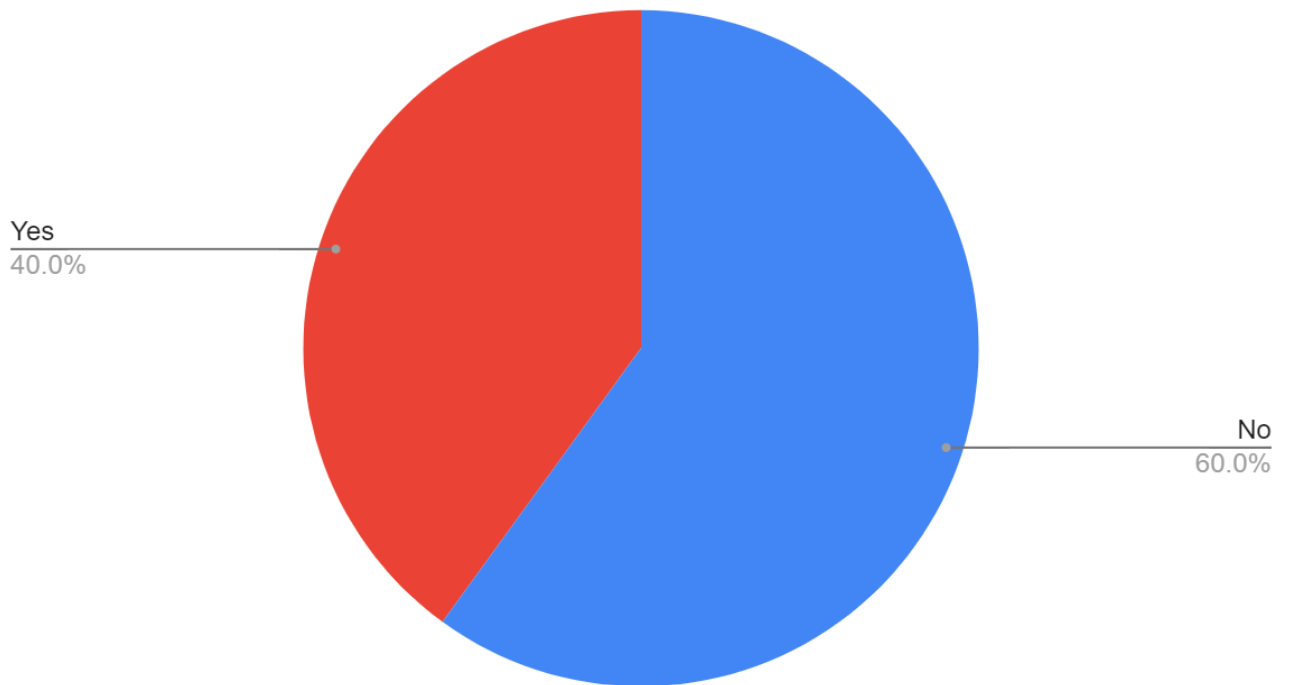
Count of 5. Type of enterprise:



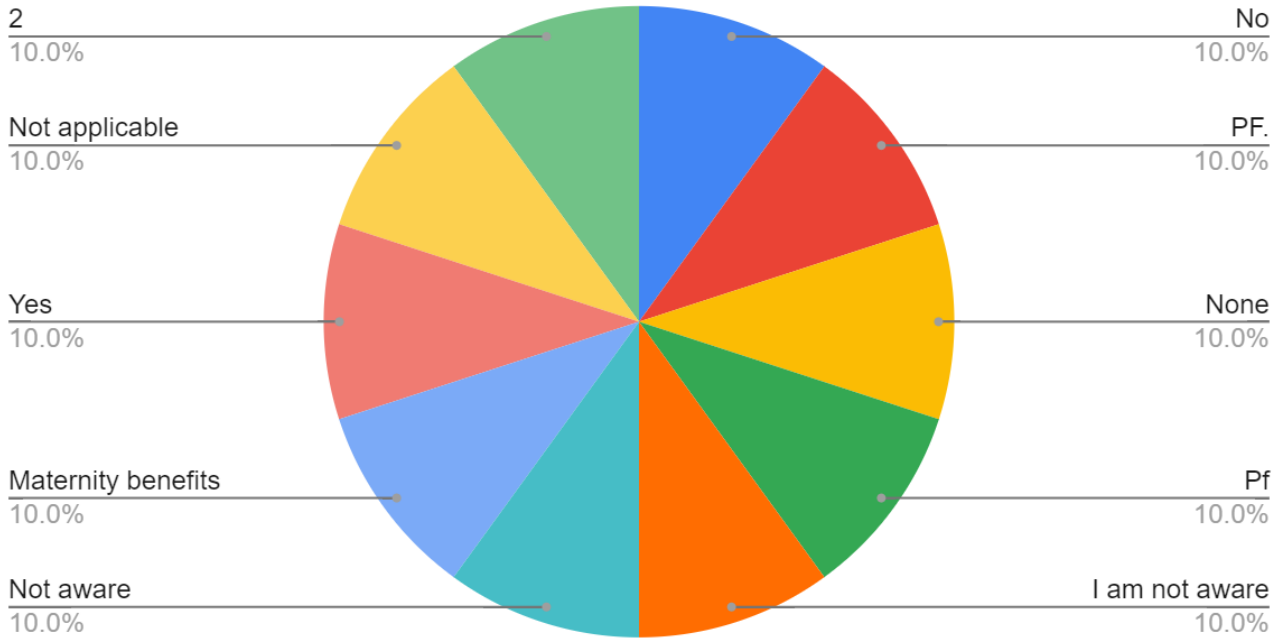
Count of 6. Since how many years you are serving the enterprise?



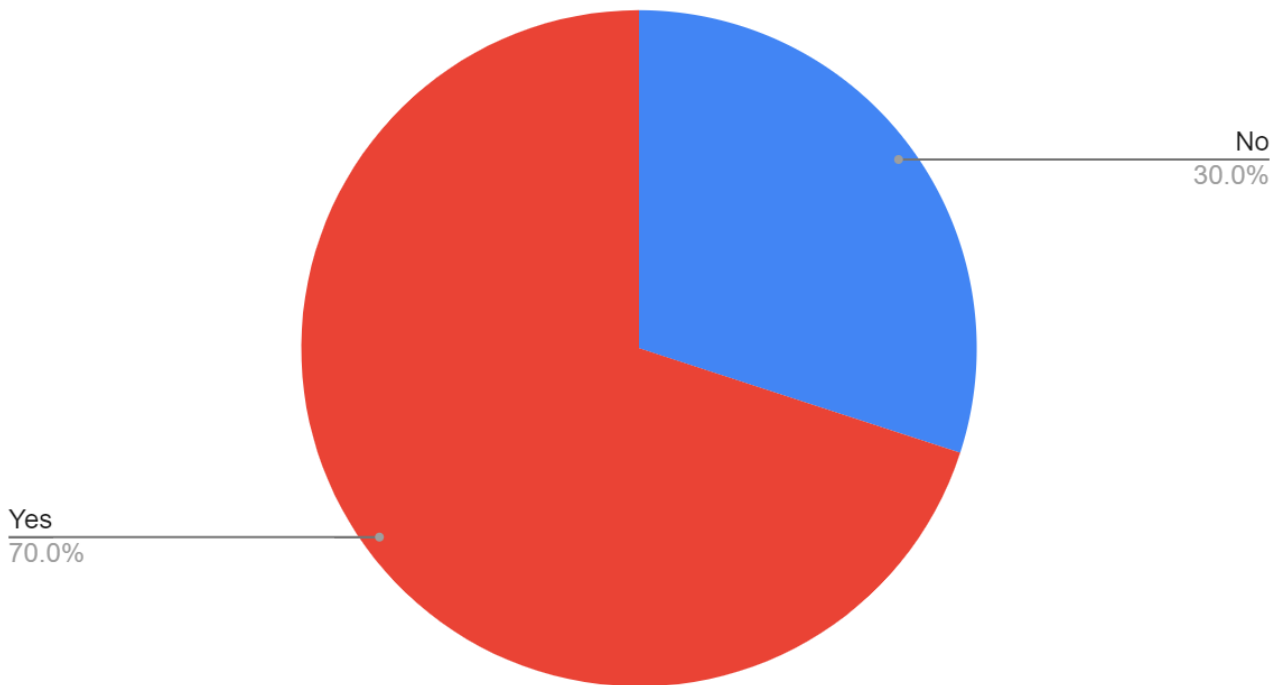
Count of 7. Are you aware of Labour welfare policies?



Count of 8.If yes mention few labour welfare policies adopted by your enterprise.

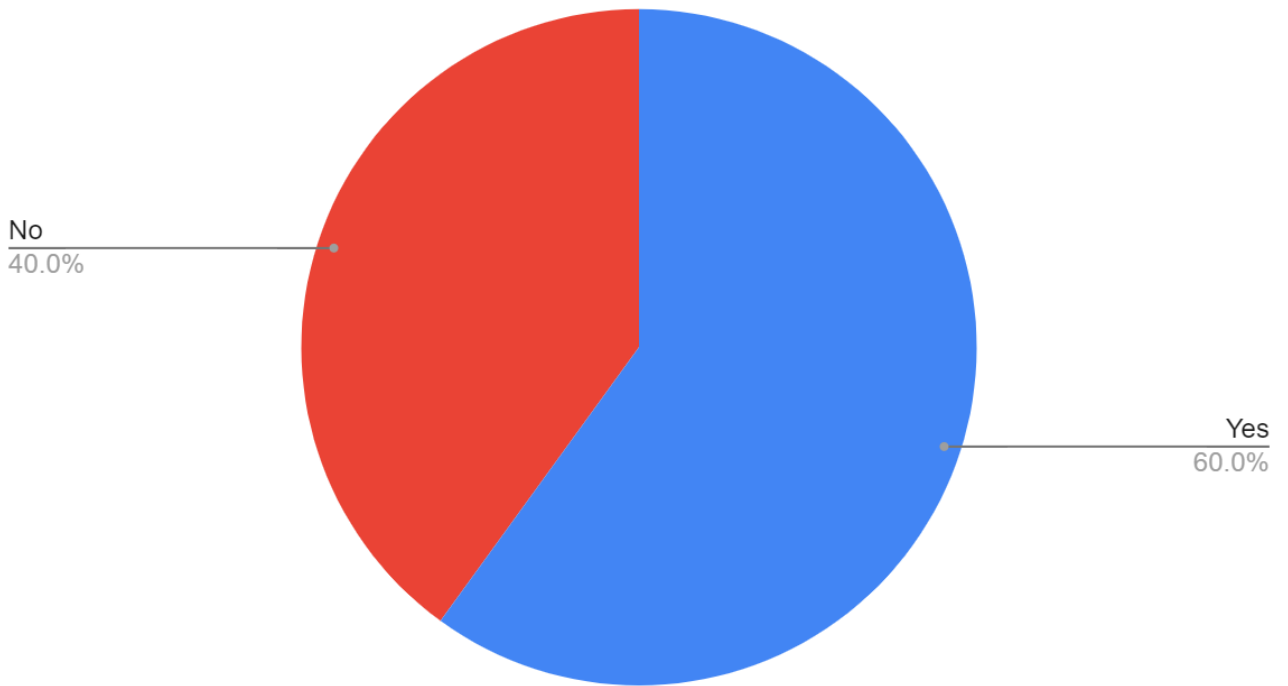


Count of 9.Do you have flexible working hours?

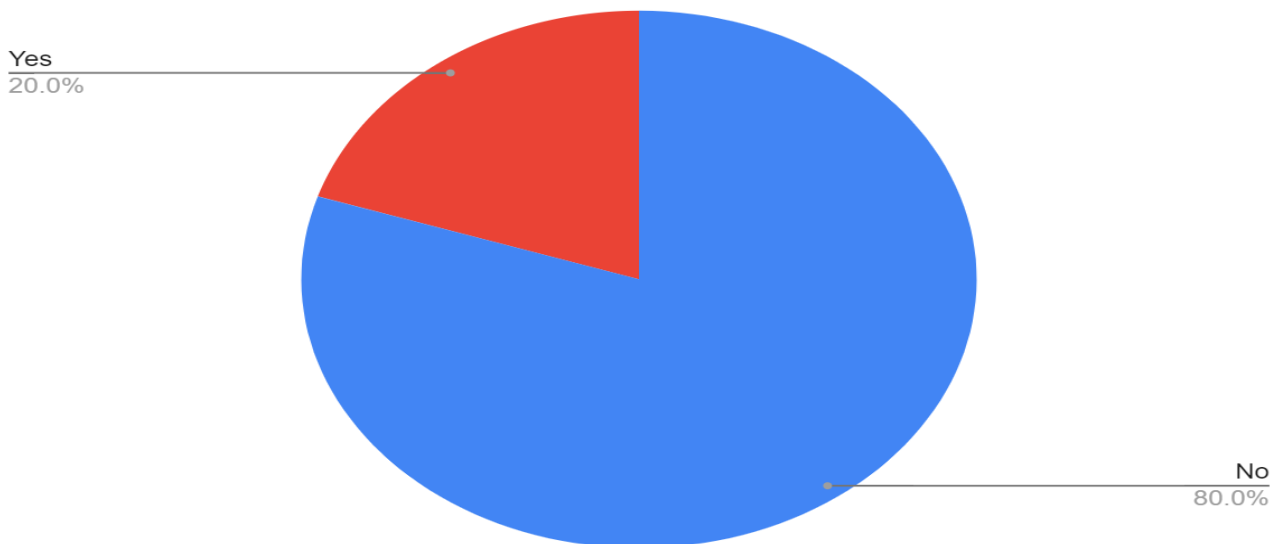




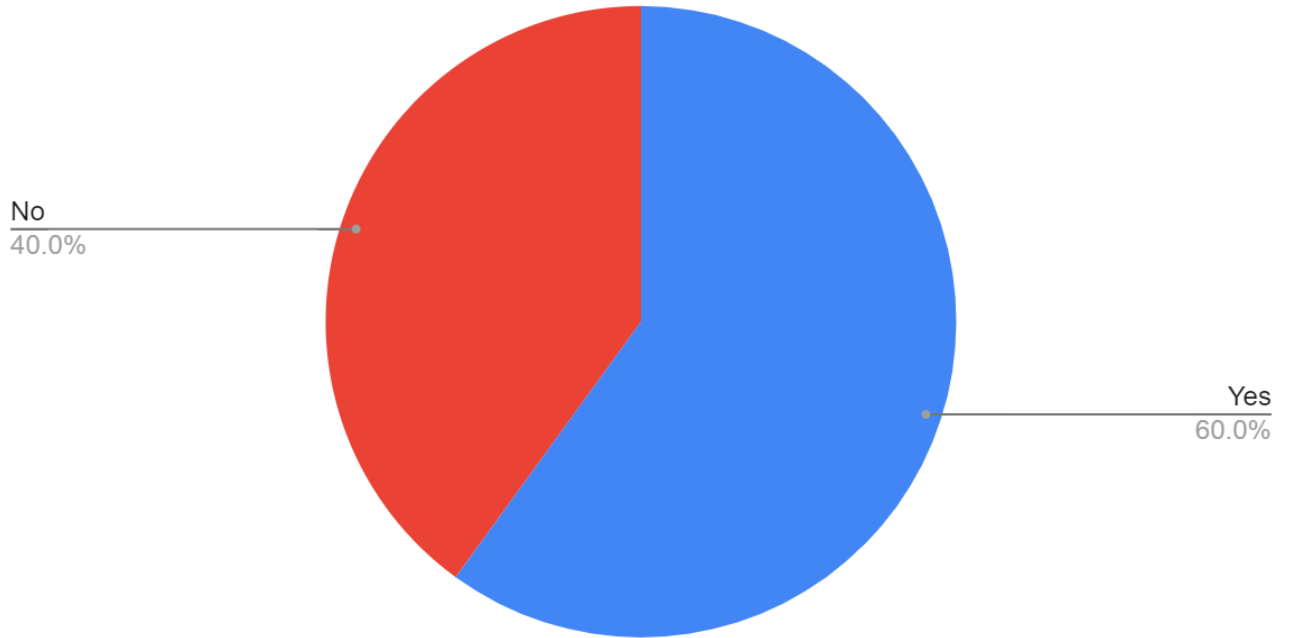
### Count of 10. Do you get maternity benefits?



### Count of 11. Do you have medical insurance policies?

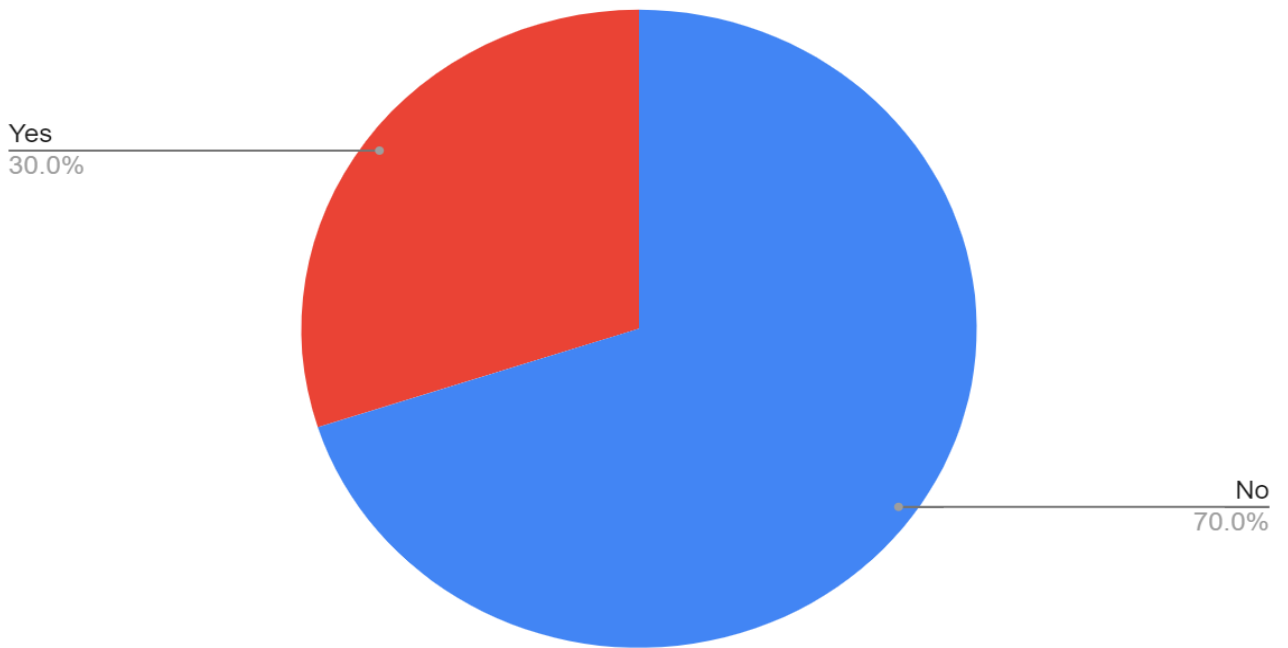


Count of 12. Do you have harassment policies in your organisation?

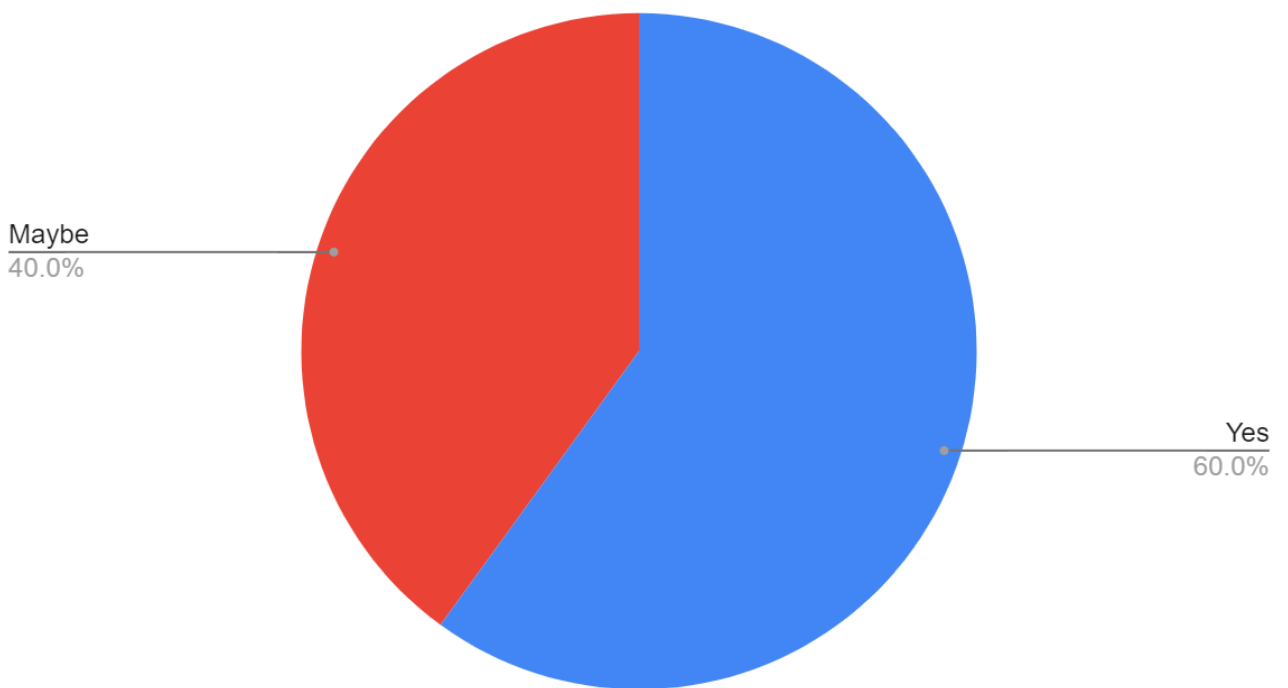


.Do you feel safety at your work place? **100% said yes.**

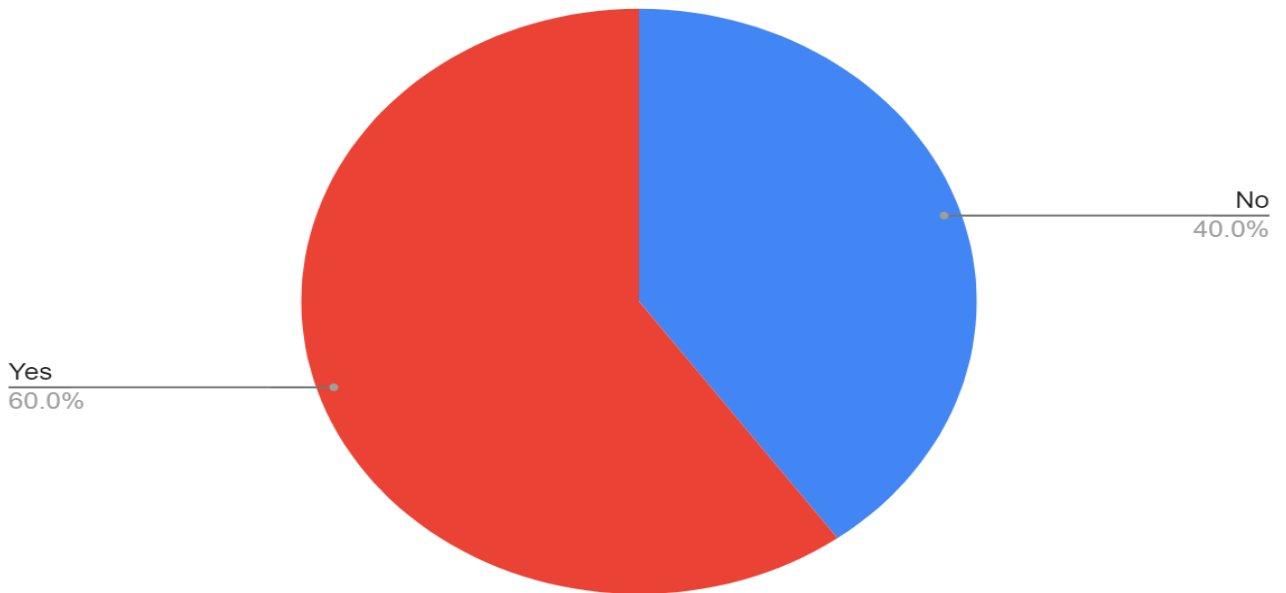
### Count of 14. Do you have transportation facility?



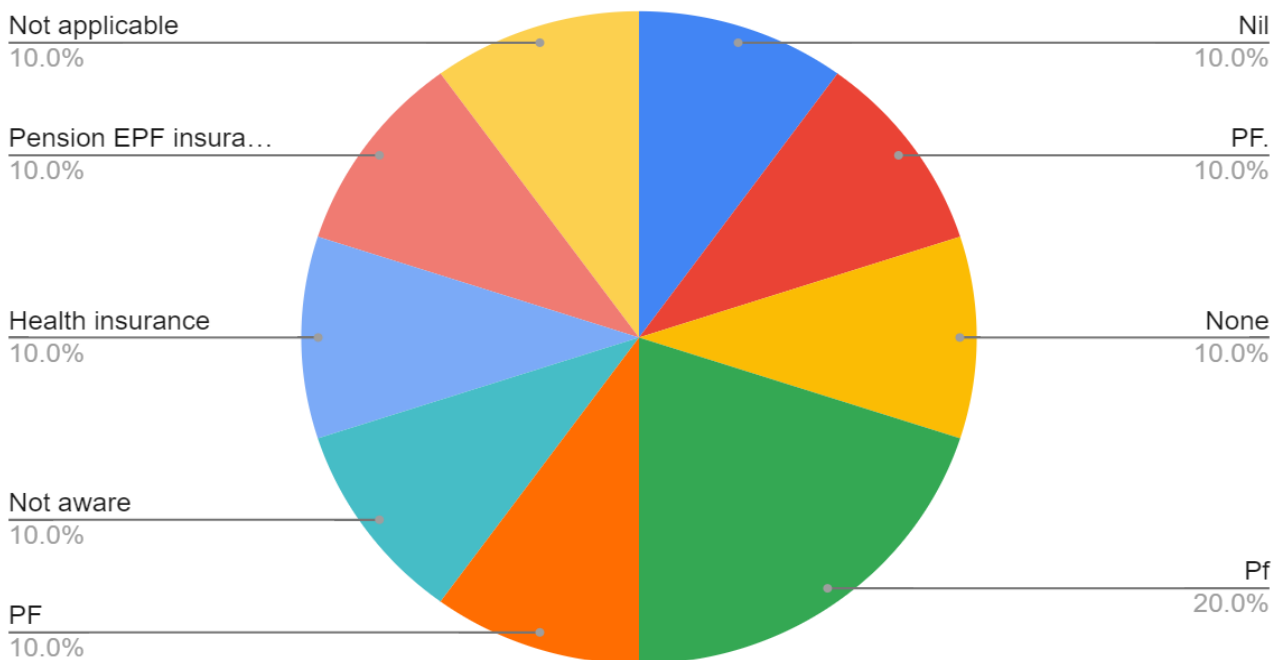
### Count of 15. Are you able to balance your work life?



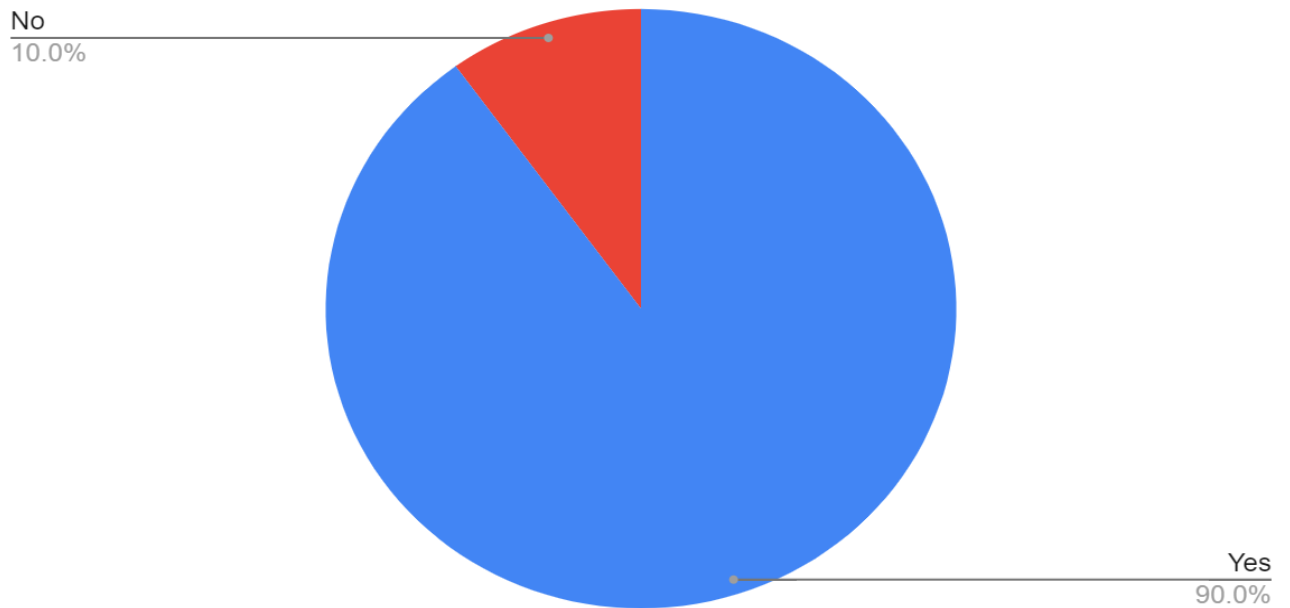
### Count of 16. Do you have employee welfare schemes?



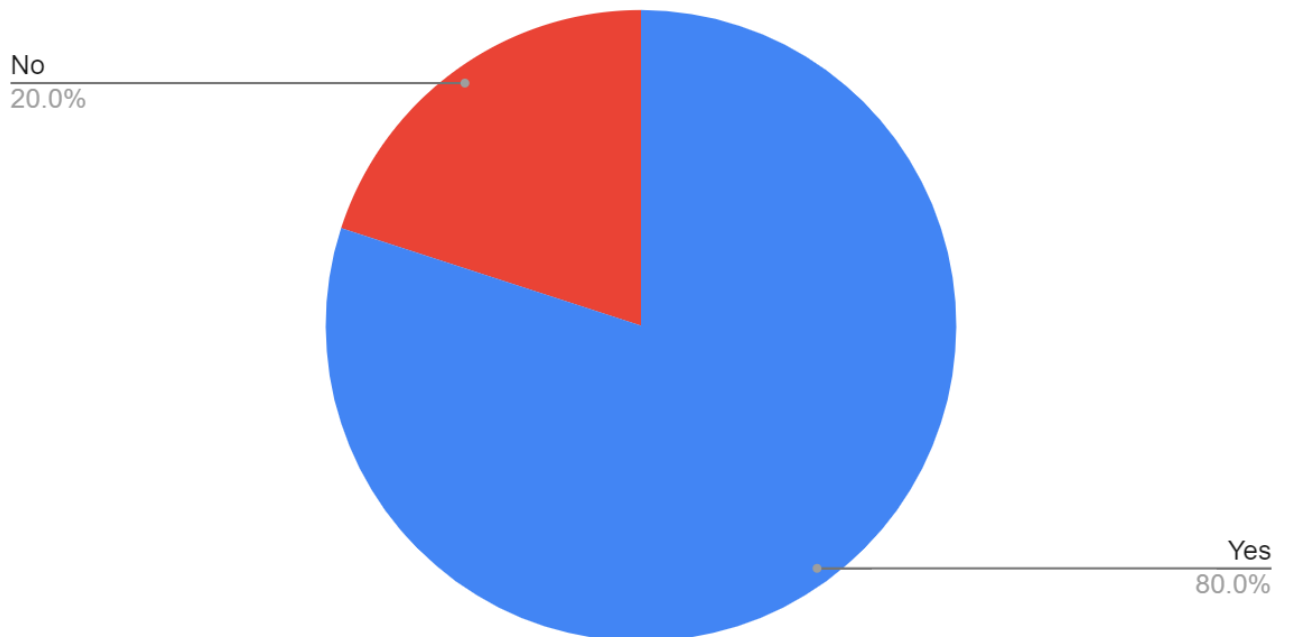
### Count of 17. If yes mention few of the welfare schemes.



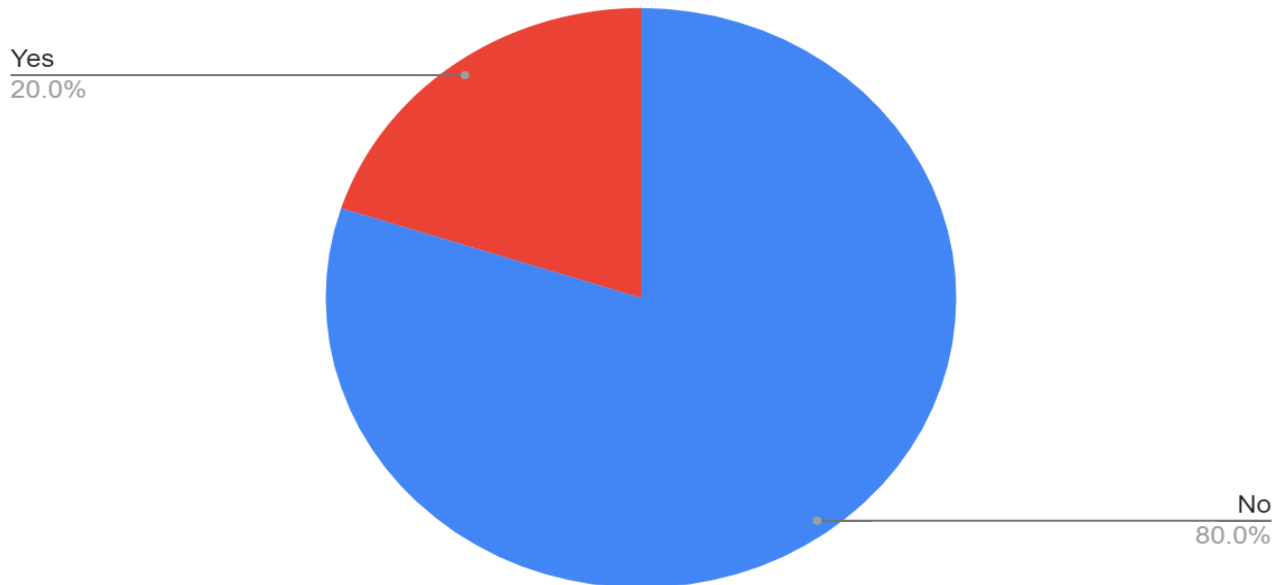
Count of 18. Is the employer-employee relation is good in your organisation?



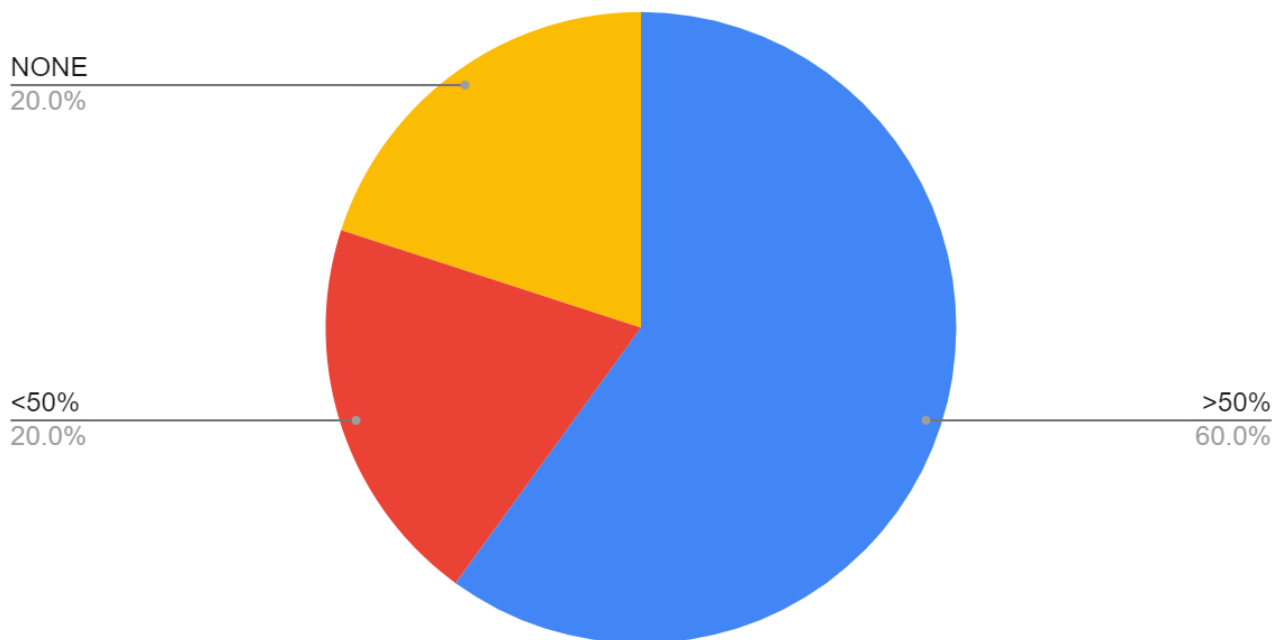
Count of 19. Do you think welfare schemes at your workplace effect your productivity?



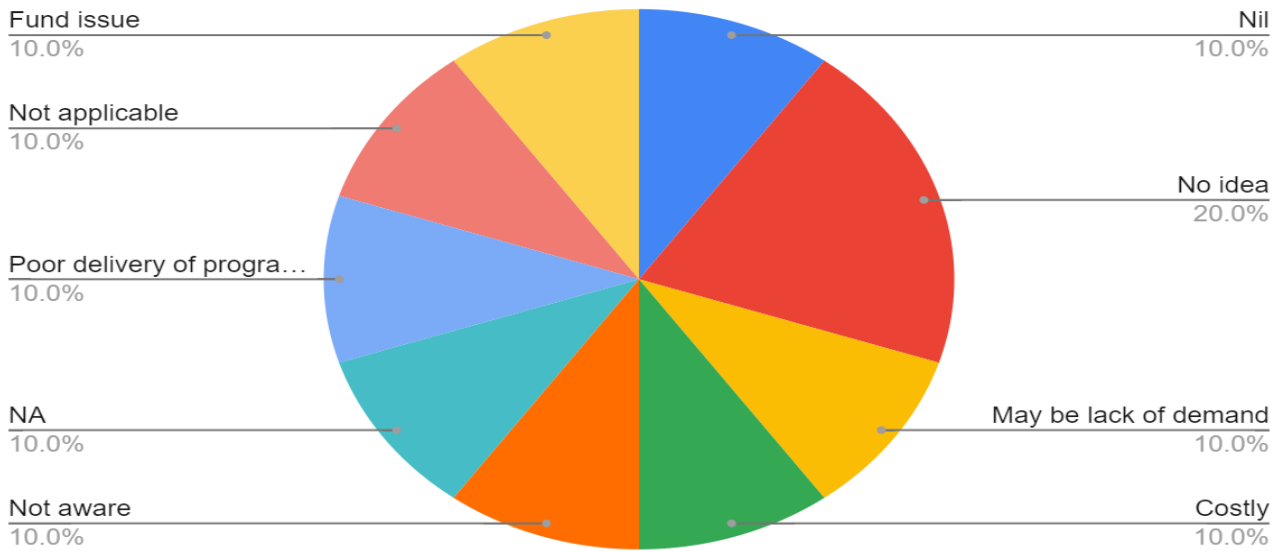
Count of 20. Have you taken any initiative to ensure the implementation of welfare schemes at your work place?



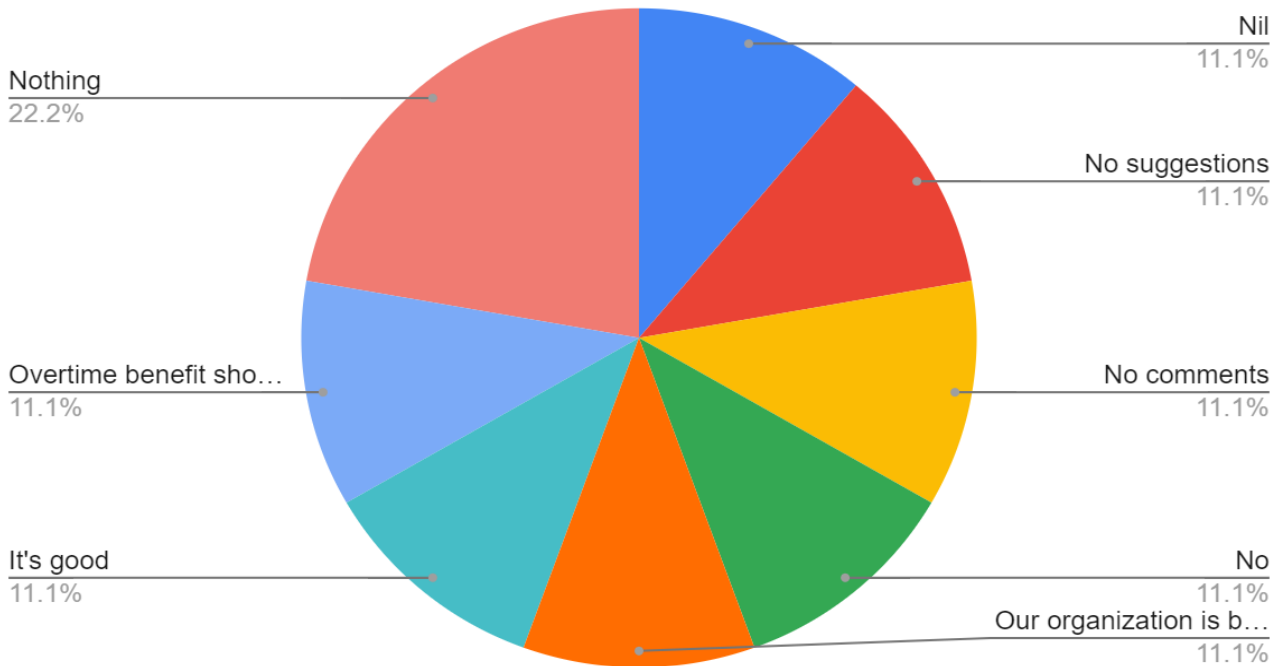
Count of 21. What percentage of welfare schemes available with your Organisation?



### Count of 22. What could be the reason for not implementing welfare schemes at your organisation?



### Count of 23. Any Suggestions for organisations in general



## Findings

A questionnaire was conducted among medium and small size enterprises.

The results showed that 70% of the respondents were female, while 30% were male. Out of all the respondents, 80% were from medium-scale enterprises, and the remaining 20% were from small-scale enterprises.

The respondents had varying tenures of employment in their respective organizations.

Shockingly, only 40% of the employees were aware of the labor welfare policies in their workplace. The employees were aware of only a few welfare policies, such as the Provident fund, ESI, Maternity benefits, etc.

When asked about the Anti-harassment policy, 40% of the employees said no, and the remaining 60% said yes.

However, 60% of the employees were satisfied with the welfare schemes implemented in their workplace.

The respondents had varying opinions on why their workplace did not implement welfare schemes. Some cited the cost involved or the need for funds to implement these schemes. Others noted that there was no demand from employees, and 20% of the employees were unaware that these schemes were not being implemented.

Only up to 20% of the employees said their enterprise provides an insurance policy to them.

Maternity benefit was offered with a 40:60 ratio.

10. When asked for suggestions for organizations, around 12% said that the overtime allowance should be implemented.

70% of the employees were satisfied with the flexible working hours of the enterprise, while 30% were not satisfied with the available working hours.

. However, there is a good positive response on employer-employee relation.

80% of the employees are of the opinion that they can increase their efficiency and productivity at their workplace, provided they get all the necessary welfare measures.

Lastly, 20% of the employees have taken the initiative and are involved in some ways to ensure the implementation of welfare schemes in their workplace.

## Suggestions

Concerned authorities should regularly monitor employee welfare measures.

The concerned authority should gather feedback on the efficacy of their welfare measures for employees.

An anonymous suggestion box should be available at all enterprises to allow for anonymous feedback and action.

It is mandatory for every enterprise to have a welfare officer who is responsible for ensuring the implementation of welfare schemes.



To create awareness among employees about the availability of statutory and non-statutory welfare measures with specific reference to women employees.

The government should reward enterprises actively promoting welfare schemes through certain tax benefits and incentives.

### **Conclusion**

Every employee is a valuable asset to an organization and to society in general. They should be supported and encouraged to give their best to the organization. Support for employees can be extended in the form of incentives and welfare schemes. Ensuring employee efficiency is crucial for the success of any organization. One effective way to achieve this is by providing welfare measures that have an immediate positive impact on the physical and mental well-being of workers. Such measures contribute to higher productivity, as employees become more alert, and efficient, and have better morale.

In essence, the implementation of comprehensive women employees' welfare schemes not only aligns with ethical business practices but also enhances the overall productivity, satisfaction, and retention of women employees within SMEs. It reflects a commitment to creating a workplace that values diversity, promotes equality, and actively supports the professional and personal growth of all employees.

Therefore, This keeps their morale high and reduces attrition, making the company more stable and sustainable.

### **Reference**

<https://www.researchgate.net/publication> (2016).

<https://www.researchgate.net/publication>(2016).

<https://shodhganga.inflibnet.ac.in>(2017).

<https://ijrti.org/papers>. (2017).

[https://www.researchgate.net/publication/321184934\\_Women\\_Employee\\_Welfare-The\\_Transition](https://www.researchgate.net/publication/321184934_Women_Employee_Welfare-The_Transition)(2017).

[https://www.researchgate.net/publication/339273793\\_EMPLOYEE\\_SATISFACTION\\_ON\\_LABOUR\\_WELFARE\\_MEASURES\\_AN\\_EMPIRICAL\\_EXAMINATION\\_OF\\_MANUFACTURING\\_COMPANIES](https://www.researchgate.net/publication/339273793_EMPLOYEE_SATISFACTION_ON_LABOUR_WELFARE_MEASURES_AN_EMPIRICAL_EXAMINATION_OF_MANUFACTURING_COMPANIES)(2018).

[https://www.researchgate.net/publication/353680809\\_A\\_Study\\_On\\_Employee\\_Welfare\\_Measures\\_In\\_Construction\\_Industry\\_In\\_India](https://www.researchgate.net/publication/353680809_A_Study_On_Employee_Welfare_Measures_In_Construction_Industry_In_India)(2018).

<https://www.ijmra.us>(2019).

<https://ijcrt.org/papers/IJCRT1892351.pdf>(2019).

<https://ijcrt.org/papers/IJCRT2308214.pdf>((2020).

[https://www.researchgate.net/publication/350098708\\_a\\_study\\_on\\_labour\\_welfare\\_measures\\_and\\_working\\_conditions\\_of\\_clothing\\_industry\\_with\\_special\\_reference\\_to\\_tiruppur\\_district\\_india](https://www.researchgate.net/publication/350098708_a_study_on_labour_welfare_measures_and_working_conditions_of_clothing_industry_with_special_reference_to_tiruppur_district_india)(2021).

[https://www.researchgate.net/publication/360895690\\_Impact\\_of\\_welfare\\_measures\\_on\\_the\\_quality\\_of\\_worklife\\_of\\_information\\_technology\\_employees\\_with\\_special\\_reference\\_to\\_Chennai\\_City](https://www.researchgate.net/publication/360895690_Impact_of_welfare_measures_on_the_quality_of_worklife_of_information_technology_employees_with_special_reference_to_Chennai_City)(2022).

<https://ijcrt.org/papers/IJCRT2308214.pdf>(2023).

Arun Monappa, Industrial Relations, (3rd Ed; New Delhi: Tata McGraw-Hill Publishing Company Limited, 2002) Ch. X, pp.243-264.

Human Resource Management by Aswathappa A, 5th edition, Tata McGraw-Hill Companies, New Delhi, 2008.

Elements of Industrial Law by Kapoor ND, Sultan Chand & Sons, New Delhi, 2005.

Research Methodology: Methods & Techniques by Kothari CR, 2nd edition, Viswa Prakasham, New Delhi, 1996. Chapter 1, pages 30-38.

Marketing Research by Naresh K Malhotra, 5th edition, Pearson Education, New Delhi, 2009.