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## 2) DOWRY HARASSMENT AND BRIDE BURNING:

The demand of dowry by the husband and his family and then killing of the bride because of not bringing enough dowry to the in-laws has become a very common crime these days. In spite of the Dowry prohibition Act passed by the government, which has made dowry demands in wedding illegal, the dowry incidents are increasing day by day. According to survey, around 5000 women die each year due to dowry deaths and at least a dozen die each day in 'kitchen fires'.

## 3) RAPE:

Young girls in India often are the victims of rape. Almost 255 of rapes are of girls under 16 years of age. The law against rape is unchanged from 120 years. In rape cases, it is very torturing that the victim has to prove that she has been raped. The victim finds it difficult to undergo medical examination immediately after the trauma of assault. Besides this, the family too is reluctant to bring in prosecution due to family prestige and hard police procedures.

## 4) DOMESTIC VIOLENCE:

Wife beating, abuse by alcoholic husbands are the violence done against women which are never publicly acknowledged. The cause is mainly the man demanding the hard earned money of the wife for his drinking. But an Indian woman always tries to conceal it as they are ashamed of talking about it. Interference of in-laws and extra marital affairs of the husbands are the another cause of such violence. The pity women are unwilling to go to court because of lack of alternative support system.

Thus, all these violence done against women raises the question mark that how these special rights being given to women are helping them? What are the benefits of framing such laws for the women? Are they really helping them? Will the women really be given an equal status to men one day? All these questions are still unanswered. There is still long way to go to answer such questions

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## INFLUENCE OF LABOUR WELFARE MEASURES AND SOCIAL SECURITY BENEFITSON SOCIO-ECONOMIC CONDITIONS OF THE EMPLOYEES : A COMPARATIVE STUDY OF SELECTED PUBLIC AND PRIVATE SECTOR INDUSTRIAL UNITS IN BANGALORE, KARNATAKA

**Venkatesha Murthy S**

### Abstract

*Labour welfare refers to amenities, services, and facilities provided to the employees by employer that improve their working conditions as well as their standards of living. Social security envisages that the employees shall be protected against all types of social risks that*

may cause undue hardships to them. Labour Welfare and Social Security activities help to induce a healthy outlook in the employees, which guides them to put forth their efforts and conduct. These facilitate attractive spell of the job, improve morale of the employees, with their loyalty and eventually improve their efficiency. These have got tremendous significance with public sector, private sector and multinational corporate.

Labour Welfare Measures and Social Security Benefits require honest and open approach that money and conducive environment given to employees will never go waste. These should be regarded as a wise investment which should and usually does bring a profitable return in the form of greater efficiency. The productivity of labour is an essential condition for the prosperity of an enterprise and the well-being of the employees and their families. All the efforts made in the direction of labour welfare and social security may improve their Quality of Work Life (QWL). The author made an attempt to project the task of influential factors of socio-economic aspects towards the employees on labour welfare measures and social security benefits with special emphasis on comparative analysis between the selected public and private sector industrial units.

**Key Words:** Labour Welfare Measures, Social Security Benefits, Socio-Economic Conditions, Quality of Work Life, Public and Private Sector Industrial Units

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## **Introduction**

Labour Welfare Measures and Social Security measures may naturally influence the sentiments of the workers, when they feel that both the employer and the Government are interested in their welfare and happiness, their tendency to grouse and grumble disappear. They are concerned about their issues and are taking up needed welfare and other measures. This may develop healthy employer and employee relations with industrial peace which may in a way leads for the development of the industrial economy. (Minakshi Garg and Pardeep Jain, 2013)

It is imperative that various agencies are interested in the socio-economic well-being of numerous and economically important classes of workers. Broadly speaking, welfare refers to the measures undertaken by the state, employers and associations of workers for the promotion of workers standard of living and also the promotion of their economic and social well-being. Provision for welfare facilities instils a sense of loyalty among workers and helps to improve productivity and efficiency of the enterprise. It is a fact that the provision of social security benefits is a kind of wise investment that offers good social dividends in the long run (Rathod Atish, 2014).

Generally, the organisations having realised the importance of welfare measures and social security benefits introduce several schemes for its workers. For instance, the organisations provide statutory welfare facilities like drinking water, conservancy, medical appliances, canteen, rest shelters, crèches etc. It also provides various non-statutory welfare facilities such as medical, education, recreation, housing/quarters, consumer cooperative stores, consumer co-operative credit society etc. Further, it provides social security measures like provident fund, gratuity, pension, dependent employment etc. In short, due to the welfare and social security measures provided by the company, its employees have been working with involvement and commitment.



## Socio-Economic Framework of Labour Welfare and Social Security

Welfare programs and social security benefits assume special significance in a country like India, where poverty among workers pervades and where individually a worker is generally not in a position to look after his welfare. Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers health, entertainment's tend to reduce the incidence of vices; medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and likewise educational facilities broaden their outlook and improve mental health.

This is because; the provision of welfare facilities improves the standard of living of workers. At the same time, employees can easily adjust to the environment. It is a known fact that many problems, which arise in the area of industrial relations, are due to lack of adequate welfare facilities. If care is being taken by the entrepreneur and the relevant authorities for their welfare, they will be satisfied and their productivity may increase.

The social importance of social security systems for society is now widely accepted. However, there is less unanimity regarding the economic importance of social security systems. The object of economics welfare is to promote economic production and productivity and through development by increasing equitable distribution. Labour welfare and social security are parts of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

Welfare activities may naturally influence the sentiments of the workers, when they feel that both the employer and the Government are interested in their welfare and happiness, their tendency to grouse and grumble disappear. They are concerned about their issues and are taking up needed welfare and other measures. This may develop healthy employer and employee relations with industrial peace which may in a way leads for the development of the industrial economy. (Minakshi Garg and Pardeep

Jain, 2013).

### Review of Literature

The literature has been scientifically reviewed for conducting meaningful research. A good number of researchers have conducted studies on Labour Welfare and Social Security measures in India and abroad. All these studies have examined various labour welfare and social security measures taken for industrial workers to improve their working and living conditions. A few among the reviews are listed as below:

**Patro (2015)** in a comparative analysis of welfare measures in public and private sector found that an employees' welfare facility is the key dimension to smooth employer-employee relationship. These welfare facilities improve the employees' morale and loyalty towards the management thereby increasing their happiness, satisfaction and performance.

A satisfied employee is the key ingredient for progress of every organisation and the concept of employee welfare was and will always a part of organisational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened employers at their will as a social responsibility towards employee, or laws may compel them to make provision for these facilities by the government

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