

Labour Welfare and Social Security Measures in Selected Industries of Goa

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Abstract

International Labour Organisation (ILO) at its Asian Regional Conference, defined Labour Welfare as a term which is to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale. The objectives of the study are; to examine the socio-economic condition of workers in selected industries in Goa, to analyse the Labour welfare and social security measures in Selected Industries in Goa. The Hypotheses of the study are; there is no significant difference between labour welfare facilities and Selected Industries in Goa and there is a significant difference between social security measures and Selected Industries in Goa. It is based on primary data only. The primary data was collected based on Interview Schedule method and a sample size of 204 Workers. The present study is based on Stratified Random Sampling Method. The study period is June 2022. The Statistical tools used in the study are Percentage and Non-Parametric Test i.e. Kruskal-Wallis Test. The study proved that Labour Welfare facilities and Social Security Measures to the workers in Selected Industries in Goa was found satisfactory. If the workers in industries are satisfied with the Labour Welfare facilities and Social Security Measures then there will be no industrial Disputes in the Industries and also harmonious relations between workers and the management. It not only increases productivity but it may add to satisfaction with the industry and cut down labour turnover.

Keywords: Labour Welfare, Social Security Measures, Workers, Management

Introduction

The Industrial worker is indeed a Soldier Safeguarding the social and economic factors of the industrial economy, and his/her actions and interactions within the industrial framework will have a great impact and influence on Industrial Development. The social and economic aspects of the life of a worker have a direct influence on the social and economic development of the nation.

According to Royal Commission on Labour, 'Labour Welfare' is a term which must necessarily be elastic bearing a somewhat different interpretation in one country from another, according to different social customs, the degree of industrialization and educational level of the workers. International Labour Organisation (ILO) at its Asian Regional Conference, defined Labour Welfare as a term which is to include such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

Theoretical Framework

Efficiency Theory of Labour Welfare

The theory implies that welfare facilities are provided to make the workers more efficient. If workers are fed properly, clothed adequately and treated kindly, and if the conditions of their work are congenial, they will work efficiently. Welfare work is a means of securing, preserving and increasing the efficiency of labour.

Review of Literature

The following are the review of literature, they are as follows;

Hemalatha, et. al (2017) in their study on “A Study on Impact of Employee Welfare Facilities on Job Satisfaction” where, the satisfaction of the employee towards welfare measures was analysed. Exploratory study was adopted and sample size of 120. The statistical tools used in the study are Percentage, ANOVA and Regression. It is found that 87 per cent of the employees are highly satisfied with the welfare measures, Majority of the employees are satisfied with the medical facilities and safety measures provided by the company. Employees are very much satisfied pertaining to drinking water facility, Canteen facility and Sanitation facility, transportation facilities. Employees are also happy with the working hours of the organisation since there are no night shifts. Appraisal are given once in 3 months which will help the employees to achieve promotions. Hence, the Employee Welfare facility has great impact on job satisfaction.

Nagakumari, and Pujitha (2021) in their study on Employee Welfare Measures in Manufacturing Industry where, the study covered both primary and secondary data, sample size of 100 workers. The Statistical tools used in the study are Percentage only. The study observed that welfare facilities in Manufacturing industry is found to be satisfactory, 50 per cent of the employees were satisfied with safety facilities provided to them, medical facility and it also plays as a motivational factor.

Sanuja Shree, et. al (2019) in their study empirical research was conducted to explore the employee satisfaction on labour welfare measures in selected manufacturing companies of Chennai city of Tamil Nadu. Exploratory and descriptive research design was adopted to collect employee’s perception through a structured questionnaire with nominal and 5 Likert Scale Measurement with two sections by adopting Non-random convenient sampling technique and sample size of 200 were taken for the study. The data collected were subject to analysis using SPSS Software. GUI is the empirical tools such as Percentage, Factor analysis, Independent Samples t test, analysis of Variance (ANOVA) and weighted average mean score were used in the study. Welfare Measures Satisfaction Variables have been reduced to 3 independent factors and the most dominant factor is Amenities Satisfaction Factor (ASF), followed by Environment Satisfaction Factor (ESF) and Monetary Satisfaction Factor (MSF) in their order of dominance. Hence, Employees are giving importance to welfare measures, health measures and safety measures.

Sathishkumar, et. al (2021) in their study on labour Welfare Measures and Working Conditions of Clothing Industry with Special Reference to Tiruppur District India where, the Study adopted Descriptive Research and Simple Random Sampling method was adopted and Sample size of 50 respondents was taken. Most of the respondents are following the welfare measure, activities, procedures

and their implementation is well to the satisfactory level of the labourers and only the limited respondents seem to differ from the above. The management should appoint a separate counselor who counsels the labourers both official and personal problems which heavily affects the working performance of the labourers.

Most of the Studies have focused on the labour welfare facilities but the present study focuses on Labour Welfare Facilities and Social Security Measures in Selected Industries in Goa.

Objectives of the Study

1. To examine the socio-economic condition of workers in selected industries in Goa
2. To analyse the Labour welfare and social security measures in Selected Industries in Goa

Hypotheses of the Study

- 1) There is no significant difference between labour welfare facilities and across Industries in Goa
- 2) There is a significant difference between social security measures and across Industries in Goa

Methodology

The present study is based on Stratified Random Sampling Method. According to Directorate of Industries, Trade and Commerce, Government of Goa, Industries classified where, Orange Category and Red Category were chosen for the Study both small-scale and large-scale industries i.e. i) Alcina Packers PVT. LTD ii) Prakash Corrugated Products and iii) Zuari Industries LTD. It is based on primary data only. The primary data was collected based on Interview Schedule method and a sample size of 204 Workers. The study period is June 2022. The Statistical tools used in the study are Percentage and Non-Parametric Test i.e. Kruskal-Wallis Test.

Socio-Economic Conditions of the Workers across Industries in Goa

The Socio-Economic Conditions of the Workers across Industries in Goa where, the Satisfaction of Salary, Overtime payments etc is being dealt with. The Workers role plays a dominant aspect in Industries without which it is incomplete. Industrial Performance and Growth depends on the Workers Caliber and Satisfaction which in turn leads to Industrial Peace.

Table-1: Gender wise Distribution of the Workers across Industries in Goa

Industry	Gender		Total
	Male	Female	
Alcina Packers PVT. LTD	66.67	33.33	100.00
Prakash Corrugated Products	75.00	25.00	100.00
Zuari Industries LTD	100.00	0.00	100.00
Total	96.57	3.43	100.00

Source: Field Survey

The above table-1 Gender-wise Distribution of the Workers across Industries in Goa where, only male was found to be 100.00 per cent pertaining to Zuari Industries LTD and No Female. With respect to

Alcina Packers PVT. LTD female were found to be highest 33.33 per cent and male 66.67 per cent, Prakash Corrugated Products female were found to be 25.00 per cent and male 75.00 per cent.

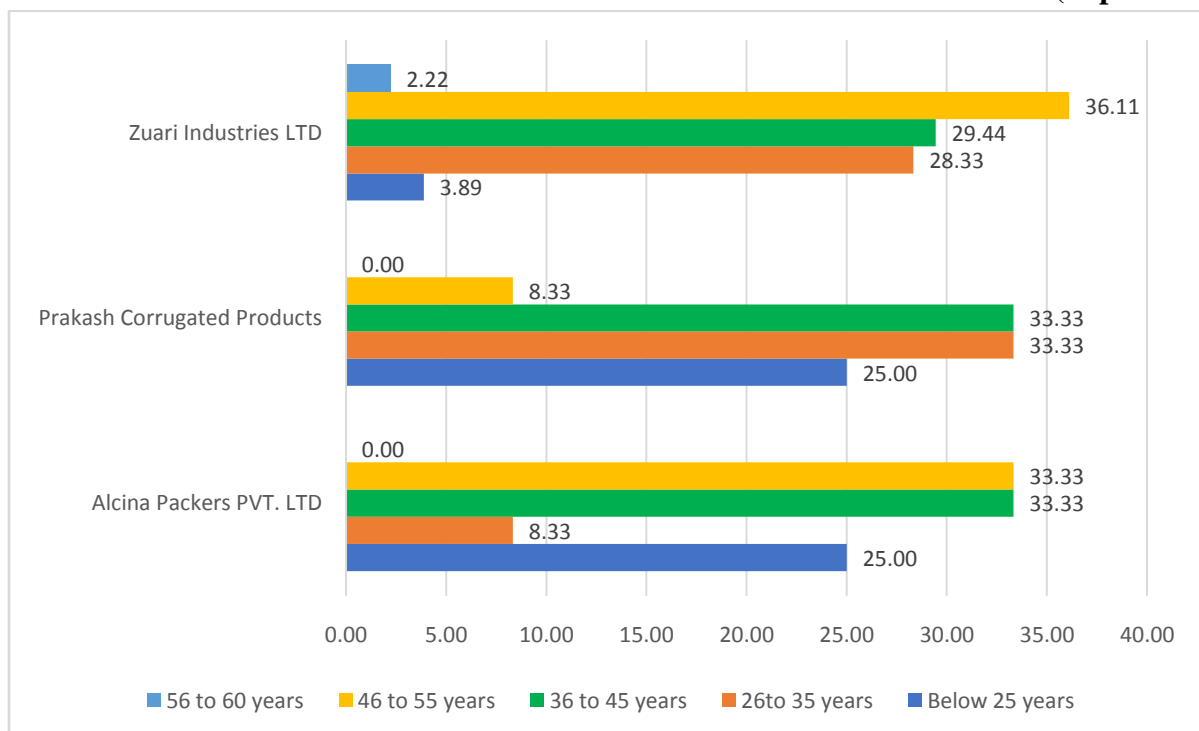
Table-2: Age profile of the Workers across Industries in Goa

Industry	Below 25 years	26 to 35 years	36 to 45 years	46 to 55 years	56 to 60 years	Total
Alcina Packers PVT. LTD	25.00	8.33	33.33	33.33	0.00	100.00
Prakash Corrugated Products	25.00	33.33	33.33	8.33	0.00	100.00
Zuari Industries LTD	3.89	28.33	29.44	36.11	2.22	100.00
Total	6.37	27.45	29.90	34.31	1.96	100.00

Source: Field Survey

Figure-1 Age profile of the Workers across Industries in Goa

(in percentage)



Source: Field Survey

The above fig-1 reflects the age-profile of the Workers across Industries in Goa where, age - group 46 to 55 years was found to be highest 36.11 per cent pertaining to Zuari Industries Ltd and least age-group 56 to 60 years 2.22 per cent. With respect to Prakash Corrugated Products, age group 26 to 35 years and 36 to 45 years highest 33.33 per cent was found and least age-group 46 to 55 years 8.33 per cent respectively. Pertaining to Alcina Packers PVT. LTD, age-group 36 to 45 years and 46 to 55 years highest 33.33 per cent was found and least age-group 26 to 35 years 8.33 per cent was found.

Table-3: Employment Status of Workers across Industries in Goa

Employment Status				
Industry	Permanent	Temporary	Contract	Total
Alcina Packers PVT. LTD	83.33	16.67	0.00	100.00
Prakash Corrugated Products	91.67	0.00	8.33	100.00
Zuari Industries LTD	91.67	0.00	8.33	100.00
Total	91.18	0.98	7.84	100.00

Source: Field Survey

The above table 3 illustrates the Employment Status of Workers across Industries in Goa where, Permanent Workers was found to be highest 91.67 per cent pertaining to Zuari Industries LTD and Prakash Corrugated Products and least Alcina Packers PVT.LTD 83.33 per cent. Temporary workers were found to be pertaining to Alcina Packers PVT.LTD 16.67 per cent and Contract Workers 8.33 per cent pertaining to Zuari Industries LTD and Prakash Corrugated Products.

Table-4: Marital Status of Workers across Industries in Goa

Marital Status			
Industry	Married	Unmarried	Total
Alcina Packers PVT. LTD	66.67	33.33	100.00
Prakash Corrugated Products	75.00	25.00	100.00
Zuari Industries LTD	95.56	4.44	100.00
Total	92.65	7.35	100.00

Source: Field Survey

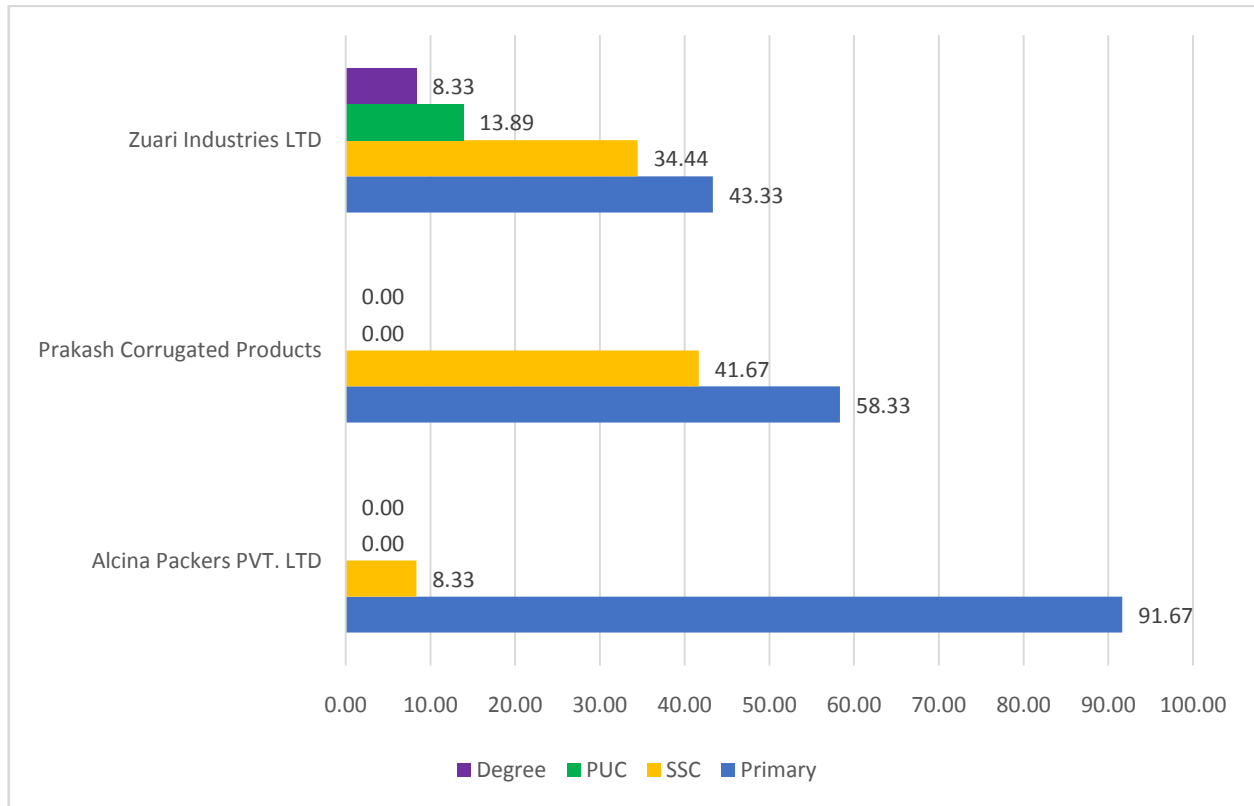
The above table 4 depicts the Marital status of the workers across Industries in Goa where, highest 95.56 per cent were found to be Married pertaining to Zuari Industries LTD, 75.00 per cent pertaining to Prakash Corrugated Products and 66.67 per cent Alcina Packers PVT.LTD. With respect to Alcina Packers PVT.LTD Unmarried were found to be highest 33.33 per cent, 25.00 per cent pertaining to Prakash Corrugated Products and least 4.44 per cent pertaining to Zuari Industries LTD.

Table-5: Educational Qualification of the Workers across Industries in Goa

Educational Qualification					
Industry	Primary	SSC	PUC	Degree	Total
Alcina Packers PVT. LTD	91.67	8.33	0.00	0.00	100.00
Prakash Corrugated Products	58.33	41.67	0.00	0.00	100.00
Zuari Industries LTD	43.33	34.44	13.89	8.33	100.00
Total	47.06	33.33	12.25	7.35	100.00

Source: Field Survey

Figure-2 Educational Qualification of the Workers across Industries in Goa (In percentage)



Source: Field Survey

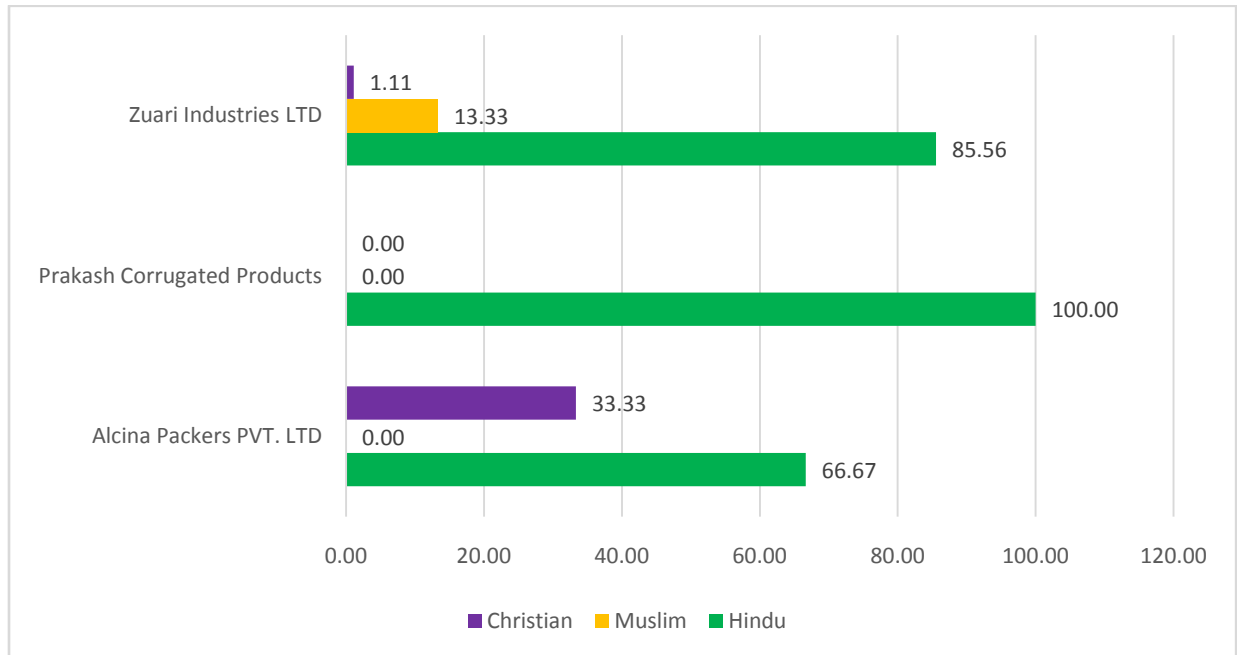
The above fig-2 shows the Educational Qualification of the Workers across Industries in Goa where, highest 91.67 per cent was found to be Primary Education, 58.33 per cent pertaining to Prakash Corrugated Products and least 43.33 per cent pertaining to Zuari Industries LTD. With respect to SSC education highest 41.67 per cent was found pertaining to Prakash Corrugated Products, 34.44 per cent pertaining to Zuari Industries LTD and least 8.33 per cent pertaining to Alcina Packers PVT.LTD. With respect to Degree and PUC education 8.33 per cent and 13.89 per cent was found only pertaining to Zuari Industries LTD.

Table-6: Religion wise Distribution of the Workers across Industries in Goa

Industry	Religion			Total
	Hindu	Muslim	Christian	
Alcina Packers PVT. LTD	66.67	0.00	33.33	100.00
Prakash Corrugated Products	100.00	0.00	0.00	100.00
Zuari Industries LTD	85.56	13.33	1.11	100.00
Total	85.29	11.76	2.94	100.00

Source: Field Survey

Figure-3 Religion wise Distribution of the Workers across Industries in Goa (In percentage)



Source: Field Survey

The fig-3 reflects the Religion wise Distribution of the Workers across Industries in Goa where, highest 100.00 per cent Hindu Religion was found with respect to Prakash Corrugated Products, 85.56 per cent pertaining to Zuari Industries LTD and least 66.67 per cent pertaining to Alcina Packers PVT.LTD. With respect to Christian Religion 33.33 per cent were found highest pertaining to Alcina Packers PVT.LTD and least 1.11 per cent and Muslim Religion only 13.33 per cent was found pertaining to Zuari Industries LTD.

Table-7: Caste wise Classification of the Workers across Industries in Goa

Industry	Caste					Total
	GM	SC	ST	OBC	Others	
Alcina Packers PVT. LTD	16.67	0.00	0.00	58.33	25.00	100.00
Prakash Corrugated Products	0.00	0.00	0.00	100.00	0.00	100.00
Zuari Industries LTD	14.44	29.44	7.78	7.22	41.11	100.00
Total	13.73	25.98	6.86	15.69	37.75	100.00

Source: Field Survey

The above table 7 shows the Caste wise Classification of the Workers across Industries in Goa where, OBC was found to be highest 100.00 per cent pertaining to Prakash Corrugated Products, Alcina Packers PVT.LTD 58.33 per cent and least Zuari Industries LTD 7.22 per cent. With respect to Others highest 41.11 per cent was found pertaining to Zuari Industries LTD and least 25.00 per cent pertaining to Alcina Packers PVT.LTD. GM was found to be highest 16.67 per cent pertaining to Alcina Packers

PVT.LTD and least 14.44 per cent pertaining to Zuari Industries LTD. SC and ST was found 29.44 per cent and 7.78 per cent pertaining to Zuari Industries LTD only.

Table-8: Migration of Workers across Industries in Goa

Industry	Migrated from which State				Total
	Resident	Karnataka	Kerala	Other States	
Alcina Packers PVT. LTD	58.33	8.33	0.00	33.33	100.00
Prakash Corrugated Products	66.67	0.00	0.00	33.33	100.00
Zuari Industries LTD	50.56	31.67	4.44	13.33	100.00
Total	51.96	28.43	3.92	15.69	100.00

Source: Field Survey

The above table-8 depicts the Migration of Workers across Industries in Goa where, highest Zuari Industries LTD 31.67 per cent with respect to Karnataka State. Most of the workers were found to be migrated from Other States such as Maharashtra, Sikkim and Assam pertaining to Alcina Packers PVT.LTD 33.33 per cent, Prakash Corrugated Products 33.33 per cent and least 13.33 per cent and only 4.44 per cent of the workers were found to be Migrated from Kerala State pertaining to Zuari Industries LTD. With respect to Resident of the State, highest 66.67 per cent was found pertaining to Prakash Corrugated Products, Alcina Packers PVT.LTD 58.33 per cent and least 50.56 per cent pertaining to Zuari Industries LTD.

Table-9: Satisfaction of Salary of Workers across Industries in Goa

Industry	Satisfied with Salary			Total
	Very much satisfied	Satisfied	Satisfied to some extent	
Alcina Packers PVT. LTD	0.00	8.33	91.67	100.00
Prakash Corrugated Products	0.00	25.00	75.00	100.00
Zuari Industries LTD	0.56	18.33	81.11	100.00
Total	0.49	18.14	81.37	100.00

Source: Field Survey

The above table-9 observes the Satisfaction of Salary of Workers across Industries in Goa where, satisfied to some extent was found to be highest 91.67 per cent pertaining to Alcina Packers PVT.LTD, 81.11 per cent pertaining to Zuari Industries LTD and least 75.00 per cent pertaining to Prakash Corrugated Products. With respect to satisfied highest was found to be 25.00 per cent pertaining to Prakash Corrugated Products, Zuari Industries LTD 18.33 per cent and least Alcina Packers PVT.LTD 8.33 per cent. Very much satisfied 0.56 per cent was found pertaining to Zuari Industries LTD

Table-10: Overtime Payments of Workers across Industries in Goa

Overtime Payments			
Industry	Double	No Payments	Total
Alcina Packers PVT. LTD	0.00	100.00	100.00
Prakash Corrugated Products	0.00	100.00	100.00
Zuari Industries LTD	94.44	5.56	100.00
Total	83.33	16.67	100.00

Source: Field Survey

The above table-10 shows the Overtime Payments of Workers across Industries in Goa where, 94.44 per cent of the Workers were found to be availing double overtime payments pertaining to Zuari Industries LTD and remaining were found to be on contract basis hence, no overtime payments. With respect to Alcina Packers PVT.LTD and Prakash Corrugated Products there is No Overtime Payments as it is not found in these industries.

Table-11: Night Shift Work of Workers across Industries in Goa

Worked in Night Shifts			
Industry	Yes	No	Total
Alcina Packers PVT. LTD	0.00	100.00	100.00
Prakash Corrugated Products	0.00	100.00	100.00
Zuari Industries LTD	94.44	5.56	100.00
Total	83.33	16.67	100.00

Source: Field Survey

The above table-11 depicts the Night Shift Work of Workers across Industries in Goa where, 94.44 per cent of the Workers work in Night Shifts and remaining workers do not work in Night Shift as they are on contract basis pertaining to Zuari Industries LTD. With respect to Alcina Packers PVT.LTD and Prakash Corrugated Products Workers do not work in night shifts as it is not found in these industries.

Hypotheses Tested:

1) There is no Significant difference between Welfare Facilities across Industries in Goa

The Kruskal-Wallis Test is a rank based non-parametric test that can be used to determine if there are statistically significant difference between two or more groups of an independent variable on continuous or ordinal dependent variable. The Sample Size each group must have a sample size of 5 or more. The Results observed below table 15 was found that the mean rank pertaining to Zuari Industries LTD was found to be highest and least with respect to Alcina Packers PVT.LTD and Prakash Corrugated Products. The larger the Chi-square value, the greater the probability of a significant difference. The p-value is .000 statistically significant pertaining to Statutory and non-statutory welfare facilities across

Industries in Goa which shows that there is significant difference between welfare facilities across Industries in Goa. Hence, the hypothesis rejected.

2) There is Significant difference between Social Security Measures across Industries in Goa

The Results observed table 02 was found that the mean rank was found to be highest pertaining to Zuari industries LTD and least pertaining to Prakash Corrugated Products and Alcina Packers PVT.LTD. Larger the Chi-square value, the greater the probability of a significant difference. The p- value is .000 statistically significant pertaining to social security measures across Industries in Goa which shows that there is significant difference between social security measures across Industries in Goa. Hence, the hypothesis is accepted.

Findings

- Gender-wise Distribution of the Workers across Industries in Goa where, only male was found to be 100.00 per cent pertaining to Zuari Industries LTD and No Female. With respect to Alcina Packers PVT. LTD female were found to be highest 33.33 per cent and male 66.67 per cent, Prakash Corrugated Products female were found to be 25.00 per cent and male 75.00 per cent.
- Age-profile of the Workers across Industries in Goa where, age -group 46 to 55 years was found to be highest 36.11 per cent pertaining to Zuari Industries Ltd and least age-group 56 to 60 years 2.22 per cent. With respect to Prakash Corrugated Products, age group 26 to 35 years and 36 to 45 years highest 33.33 per cent was found and least age-group 46 to 55 years 8.33 per cent respectively. Pertaining to Alcina Packers PVT. LTD, age-group 36 to 45 years and 46 to 55 years highest 33.33 per cent was found and least age-group 26 to 35 years 8.33 per cent was found.
- Employment Status of Workers across Industries in Goa where, Permanent Workers was found to be highest 91.67 per cent pertaining to Zuari Industries LTD and Prakash Corrugated Products and least Alcina Packers PVT.LTD 83.33 per cent. Temporary workers were found to be pertaining to Alcina Packers PVT.LTD 16.67 per cent and Contract Workers 8.33 per cent pertaining to Zuari Industries LTD and Prakash Corrugated Products.
- Marital status of the workers across Industries in Goa where, highest 95.56 per cent were found to be Married pertaining to Zuari Industries LTD, 75.00 per cent pertaining to Prakash Corrugated Products and 66.67 per cent Alcina Packers PVT.LTD. With respect to Alcina Packers PVT.LTD Unmarried were found to be highest 33.33 per cent, 25.00 per cent pertaining to Prakash Corrugated Products and least 4.44 per cent pertaining to Zuari Industries LTD.
- Educational Qualification of the Workers across Industries in Goa where, highest 91.67 per cent was found to be Primary Education, 58.33 per cent pertaining to Prakash Corrugated Products and least 43.33 per cent pertaining to Zuari Industries LTD. With respect to SSC education highest 41.67 per cent was found pertaining to Prakash Corrugated Products, 34.44 per cent pertaining to Zuari Industries LTD and least 8.33 per cent pertaining to Alcina Packers PVT.LTD. With respect to Degree and PUC education 8.33 per cent and 13.89 per cent was found only pertaining to Zuari Industries LTD.
- Religion wise Distribution of the Workers across Industries in Goa where, highest 100.00 per cent Hindu Religion was found with respect to Prakash Corrugated Products, 85.56 per cent pertaining to Zuari Industries LTD and least 66.67 per cent pertaining to Alcina Packers PVT.LTD. With respect to Christian Religion 33.33 per cent were found highest pertaining to Alcina Packers PVT.LTD and

least 1.11 per cent and Muslim Religion only 13.33 per cent was found pertaining to Zuari Industries LTD.

- Caste wise Classification of the Workers across Industries in Goawhere, OBC was found to be highest 100.00 per cent pertaining to Prakash Corrugated Products, Alcina Packers PVT.LTD 58.33 per cent and least Zuari Industries LTD 7.22 per cent. With respect to Others highest 41.11 per cent was found pertaining to Zuari Industries LTD and least 25.00 per cent pertaining to Alcina Packers PVT.LTD. GM was found to be highest 16.67 per cent pertaining to Alcina Packers PVT.LTD and least 14.44 per cent pertaining to Zuari Industries LTD. SC and ST was found 29.44 per cent and 7.78 per cent pertaining to Zuari Industries LTD only.
- Migration of Workers across Industries in Goawhere, highest Zuari Industries LTD 31.67 per cent with respect to Karnataka State. Most of the workers were found to be migrated from Other States such as Maharashtra, Sikkim and Assam pertaining to Alcina Packers PVT.LTD 33.33 per cent, Prakash Corrugated Products 33.33 per cent and least 13.33 per cent and only 4.44 per cent of the workers were found to be Migrated from Kerala State pertaining to Zuari Industries LTD. With respect to Resident of the State, highest 66.67 per cent was found pertaining to Prakash Corrugated Products, Alcina Packers PVT.LTD 58.33 per cent and least 50.56 per cent pertaining to Zuari Industries LTD.
- Satisfaction of Salary of Workers across Industries in Goawhere, satisfied to some extent was found to be highest 91.67 per cent pertaining to Alcina Packers PVT.LTD, 81.11 per cent pertaining to Zuari Industries LTD and least 75.00 per cent pertaining to Prakash Corrugated Products. With respect to satisfied highest was found to be 25.00 per cent pertaining to Prakash Corrugated Products, Zuari Industries LTD 18.33 per cent and least Alcina Packers PVT.LTD 8.33 per cent. Very much satisfied 0.56 per cent was found pertaining to Zuari Industries LTD
- Overtime Payments of Workers across Industries in Goawhere, 94.44 per cent of the Workers were found to be availing double overtime payments pertaining to Zuari Industries LTD and remaining were found to be on contract basis hence, no overtime payments. With respect to Alcina Packers PVT.LTD and Prakash Corrugated Products there is No Overtime Payments as it is not found in these industries.
- Night Shift Work of Workers across Industries in Goawhere, 94.44 per cent of the Workers work in Night Shifts and remaining workers do not work in Night Shift as they are on contract basis pertaining to Zuari Industries LTD. With respect to Alcina Packers PVT. LTD and Prakash Corrugated Products Workers do not work in night shifts as it is not found in these industries.
- The Results observed was found that the mean rank pertaining to Zuari Industries LTD was found to be highest and least with respect to Alcina Packers PVT.LTD and Prakash Corrugated Products. The larger the Chi-square value, the greater the probability of a significant difference. The p- value is .000 statistically significant pertaining to Statutory and non-statutory welfare facilities across Industries in Goawhich shows that there is significant difference between welfare facilities across Industries in Goa. Hence, the hypothesis rejected.
- The Results observed was found that the mean rank was found to be highest pertaining to Zuari industries LTD and least pertaining to Prakash Corrugated Products and Alcina Packers PVT.LTD. Larger the Chi-square value, the greater the probability of a significant difference. The p- value is .000 statistically significant pertaining to social security measures across Industries in Goa which

shows that there is significant difference between social security measures across Industries in Goa. Hence, the hypothesis is accepted.

Conclusion

The study proved that labour Welfare facilities and Social Security Measures to the Workers across Industries in Goa was found Satisfactory. If the Workers in Industries are Satisfied with the Labour Welfare facilities and Social Security Measures then there will be no industrial Disputes in Industries and also harmonious relations between workers and management. It not only increases productivity but it may add to satisfaction with the industry and cut down labour turnover.

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APPENDIX I

Table-1 Kruskal-Wallis Test

	Test Statistics ^{a,b}																			
	SWF1	SWF2	SWF3	SWF4	SWF5	SWF6	NSWF1	NSWF2	NSWF3	NSWF4	NSWF5	NSWF6	NSWF7	NSWF8	NSWF9	NSWF10	NSWF11	NSWF12	NSWF13	NSWF14
Chi-Square	53.986	61.435	66.147	82.750	74.983	53.704	68.338	47.659	69.440	42.405	62.142	63.485	75.062	44.865	68.469	47.730	69.104	77.257	62.010	39.292
df	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

a. Kruskal-Wallis Test

b. Grouping Variable: Industry

Note: SWF- Statutory Welfare Facilities

- SWF1- Sanitation Facilities
- SWF2 - Work hours, provision for rest shelters and canteens
- SWF3 - Drinking water facilities
- SWF4 - Occupational safety
- SWF5 – Uniforms provided
- SWF6 - Shift allowance

NSWF – Non- Statutory Welfare Facilities

- NSWF1 - Educational facilities
- NSWF2 - Housing facilities
- NSWF3 - Recreation facilities
- NSWF4 - Transportation facilities
- NSWF5 - Vocational training
- NSWF6 - Holidays and leave facilities
- NSWF7 - Ventilation and lighting facilities
- NSWF8 - Industrial Counselling
- NSWF9 - Medical facilities
- NSWF10 - Maternity benefits
- NSWF11 - Gratuity fund
- NSWF12 - Provident fund
- NSWF13 - Sickness benefits
- NSWF14 - Accident benefit
- NSWF15 - Old Age benefit

Source: Derive from SPSS

Appendix II
Table-2 Kruskal-Wallis Test
Test Statistics^{a,b}

	SSM1	SSM2	SSM3	SSM4	SSM5	SSM6
Chi-Square	65.959	5.627	64.013	56.462	39.868	53.919
df	2	2	2	2	2	2
Asymp. Sig.	.000	.060	.000	.000	.000	.000

a. Kruskal Wallis Test

b. Grouping Variable: Industry

Note: Social Security Measures

- SSM1** - Workmen’s Compensation Act, 1923
- SSM2** Employees’ State Insurance Act, 1948
- SSM3** Employees Provident Fund and Family Pension Fund Act 1971
- SSM4** Payment of Gratuity Act, 1972
- SSM5** Payment of Bonus Act, 1965
- SSM6** Personal Injuries (Compensation Insurance) Act, 1963

Source: Derive from SPSS