



## Implementation of labour welfare services: A comparative study

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### Abstract

The concept of welfare is dynamic and evolves based on the social and economic changes within a society. Welfare encompasses a range of services, benefits, and amenities provided by employers to their employees. Organisations must offer these welfare facilities to ensure their workforce remains content and motivated. This study examined the implementation of labour welfare services in the NCR and non-NCR regions. A sample size of 200 labours was selected from ten government construction sites in the Rewari and Panchkula districts of Haryana using convenience sampling. Descriptive statistics and the Kruskal-Wallis test were used to analyse the data. The study found no significant difference in the implementation of labour welfare services in the NCR and non-NCR regions. So, it can be concluded that labour welfare services have similar implementations in NCR and non-NCR regions. Further, no significant difference was observed in the implementation of welfare services across demographic variables, except for a significant impact on the implementation of a Conveniently situated and accessible latrine and urinal facility to workers at all times in Rewari and Panchkula across No. of years spent in construction work.

**Keywords:** Construction, labour, welfare services, NCR, Non-NCR

### Introduction

In India, labour welfare programs are developed through humanitarian, religious pioneers, social workers, and deliberate associations. With the inception of the Industrial Revolution, large-scale industries were set up in large urban communities. The start of labour welfare activities can be seen with the passing of the first Indian Factories Act in 1881, which aimed to improve the working conditions of labours.

Welfare is an indispensable part of social welfare. Both social and economic contents are involved in the scope of welfare activities. Social, financial, health and recreational necessities of all in society are covered within the range of social welfare. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution.

According to the International Labor Organisation (ILO), the significant increase in non-agricultural employment has been in the construction sector, where the stake of employment in rural areas has increased from 14.4 percent in 1999- 2000 to 30.1 percent in 2011-12 (India Labor Market Update, July 2016).

### 1. Concept and definition of labour welfare

The term welfare brings in many ideas, aiming to state well-being, healthiness, happiness, prosperity, and, therefore, the development of human resources. The concept of welfare covers the physical, mental, moral, and emotional well-being of an individual, making it a total concept.

The concept of labour welfare might be seen as a total concept, a social concept, or a relative concept. The total concept is a desired state of existence involving physical, mental, moral, and emotional well-being. Its broad perspective and contents are susceptible to change, depending on socio-economic changes in society. Some important principles of welfare are the principle of adequacy of wages, the principle of social responsibility, the principle

of efficiency, the principle of re-personalization, the principle of totality of welfare, the principle of coordination, the principle of democratic values, the principle of responsibility, the principle of accountability, the principle of timeliness and the principle of self-help.

Arthur James Todd defines welfare work as “anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid, which is not a necessity of the industry.”

### Literature Review

Prasad, Rao and Nagesha (2011) studied the awareness level of the welfare services, the extent of their implementation, and the hurdles in implementing welfare services among Building and Other Construction Workers in Karnataka. A sample of 189 respondents, comprising 20 contractors and 169 labours was selected using a random sampling technique. The data were collected using a questionnaire and analysed using Chi-square statistics. The study showed that 52 workers claimed to be working more than 8 hours a day without extra pay, 42 labours claimed to be getting wages below minimum wages, and only six contractors and 47 labours were aware of the Building and Other Construction Workers Welfare Services. The main hurdles in implementing welfare services were a lack of knowledge of the various services of the Board, more concern about daily wages rather than periodical benefits, and a lack of coordination between the Board, contractors, labours, and migrant labours.

Kumar (2013) <sup>[8]</sup> used a case study methodology followed by a structured survey to study the inimitable issues of 82 construction sites in Pune. A sample of 1,119 workers was selected using the purposive sampling method. The study used both quantitative and qualitative research methodology. The generated data were classified and grouped according to the similarity of the replies. The study found that the builder company arranged temporary sheds

within the site for only 22.8% labours, 73.8% of the sites don't have any toilets, and 67.2% of construction companies don't make provision for helmets for their workers. The researcher suggested creating awareness of construction labour's rights, effective implementation of the labour laws, adequate intervention from Govt. authorities and investigating the exploitation of labours by policymakers and the building owners, which can improve the condition of construction workers.

Muirui and Mulinge (2014) [9] used a case study methodology to study the Health and Safety management at construction sites in Nairobi, Kenya. The study used both a descriptive research design and a survey method. The respondents for the study were site managers, agents, clerks and labourers. The researchers found that the construction sites had ill-equipped First-Aid Boxes, lacked Personal Protective equipment, lacked site meetings regarding Safety Policy, and had inadequate Safety Induction Training Programmes. The Occupational Health and Safety Act, 2007 mandates construction projects to have a Health & Safety Committee, Health & Safety Audit and Enforcement Mechanism of Health & Safety Regulations. However, the researchers did not find any of these regulations being followed at construction sites. The researchers suggested that employees must assess the Health & Safety risks to which these are exposed, maintain accident registers at sites, provision for Health & Safety when preparing for bids, well-maintained Personal Protective equipment, massive Education Campaigns, amendments in existing legislation and govt. Check on the implementation of these legislations. Sharma (2017) [12] conducted a descriptive study to analyse the problems faced by the unorganised labours and the legislative & policy framework for labour welfare by employer & govt. The researcher observed the issues and challenges of unorganised labours as no social security, insufficient labour laws, low income, vulnerability to

diseases, pain or injury from physical overexertion, Exposure to moulds, fungi and bird or rodent droppings, working in extreme temperatures and UV radiation, confined spaces, noise, working at height, electrical hazards, and extended work days. The study observed that the working conditions of labour in the workplace are unsatisfactory in India, although the government has framed the acts. But they lack proper implementation.

Pavalan Babu and Sreelatha (2018) [13] investigated the implementation of labour welfare measures in India through a study of labour welfare acts enacted particularly for women. The study was based on secondary data sources. The researchers found Separate Toilets, Prohibition of Work in Hazardous Occupation, Washing & Bathing Facilities, Creches, Prohibition of Night Work, Separate Restrooms and Canteens, Sexual Harassment of Women at Workplace Act, 2013 and Maternity Benefit Act, 1961 as the main provisions relating to the welfare of women. However, the fact is that these laws haven't been implemented to their full extent.

**Research Methodology**

**Nature of study:** Exploratory-cum-descriptive study

**Objective:** To compare the implementation of labour welfare services at different construction sites in NCR and non-NCR regions.

**Sample size:** 200 labours

**NCR & non-NCR Regions:** Rewari and Panchkula districts, respectively.

**Statistical Tools:** Descriptive statistics and Kruskal-Wallis test.

**Analysis**

**Table 1:** Descriptive statistics of Rewari and Panchkula districts

Sr. No.	Welfare services	Rewari		Panchkula	
		Mean	S.D.	Mean	S.D.
1.	Latrine & urinal facility	1.60	0.49	1.40	0.49
	a) Adequately lighted	1.20	0.40	1.00	0.00
	b) Conveniently situated and accessible to workers at all times	1.60	0.49	1.40	0.49
2.	c) Water tap	1.40	0.49	1.40	0.49
3.	Fixed working hours	1.80	0.40	1.40	0.49
4.	First aid box	1.80	0.40	1.40	0.49
5.	Safety helmets, shoes & eyewear	1.60	0.49	1.60	0.49
	Paid for overtime work at double wage rate	1.60	0.49	1.60	0.49

**Source:** Primary data processed through SPSS 23.0

Table 1 depicts the descriptive statistics (Mean, S.D.) of the implementation of labour welfare services in Rewari and Panchkula districts. It shows that an Adequately lighted latrine & urinal facility is implemented more appropriately in Panchkula than in Rewari district. The Conveniently situated and accessible to workers at all times Latrine & Urinal facility is implemented appropriately in Panchkula due to its mean value of 1.00 to Rewari's mean value of

1.20, and the Water tap facility in the Latrine & urinal facility is available in both districts. Further, the mean values of Fixed working hours facility and Paid for overtime work at double wage rate facility are the same in both districts, which signifies that these are implemented equally. The First aid box facility and Safety helmets, shoes & eyewear facility are implemented appropriately in Panchkula rather than Rewari.

**Table 2:** Mean Ranks of the Adequately Lighted facility in Latrine & urinal facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age (in years)		
	Below 20	7	107.64

	20-30	122	98.86
	30-40	71	102.61
2.	Gender		
	Male	149	100.84
	Female	51	99.52
3.	Monthly Wages (in rupees)		
	Upto Rs.10,000	183	100.77
	Above Rs. 10,000	17	97.56
4.	No. of years spent in construction work		
	Upto 5 years	18	94.94
	5-10 years	113	100.06
	10-15 years	68	103.44
	15 and above	1	50.50

Source: Primary data processed through SPSS 23.0

**Table 3:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.39	0.02	0.06	1.45
2.	p-value	0.81	0.87	0.80	0.69

Source: Primary data processed through SPSS 23.0

Table 2 demonstrates the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=107.64, 20-30=98.86, 30-40=102.61), Gender (Male=100.8, Female=99.52), Monthly Wages (Upto Rs.10,000=100.77, Above Rs. 10,000=97.56), and No. of years spent in construction work (Upto 5 years=94.94, 5-10 years=100.06, 10-15 years= 103.44, 15 and above= 50.50).

Table 3 shows the test statistics of Rewari and Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No. of years spent in construction work have p-values greater than the significance level (0.05), which shows no significant impact on the implementation of labour welfare services in Rewari and Panchkula.

**Table 4:** Mean Ranks of Conveniently situated and accessible latrine and urinal facility to workers at all times

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	119.07
	20-30	122	98.70
	30-40	71	101.77
2.	Gender		
	Male	149	101.24
	Female	51	98.34
3.	Monthly Wages		
	Upto Rs.10,000	126	99.23
	Above Rs. 10,000	74	102.66
4.	No. of years spent in construction work		
	Upto 5 years	18	101.61
	5-10 years	113	100.23
	10-15 years	68	99.32
	15 and above	1	190.50

Source: Primary data processed through SPSS 23.0

**Table 5:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	3.23	0.35	0.60	9.09
2.	p-value	0.19	0.55	0.43	0.02

Source: Primary data processed through SPSS 23.0

Table 4 depicts the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=119.07, 20-30=98.70, 30-40=101.77), Gender (Male=101.24, Female=98.34), Monthly Wages (Upto Rs.10,000=99.23, Above Rs. 10,000=102.66), and No. of years spent in construction work (Upto 5 years=101.61, 5-10 years=100.23, 10-15 years= 99.32, 15 and above= 190.50). Table 5 outlines the test statistics of Rewari and Panchkula across Demographic Variables.

The demographic variables, including Age, Gender, and Monthly Wages, have p-values greater than the significance level (0.05). This signifies no significant impact on the implementation of labour welfare services in Rewari and Panchkula. The No. of years spent in construction work has a p-value (0.02), showing a significant impact on the implementation of Conveniently situated and accessible latrine and urinal facility to workers at all times in Rewari and Panchkula.

**Table 6:** Mean Ranks of Water tap facility in Latrine & urinal facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	107.64
	20-30	122	98.86
	30-40	71	102.61
2.	Gender		
	Male	149	100.84
	Female	51	99.52
3.	Monthly Wages		
	Upto Rs.10,000	126	101.29
	Above Rs. 10,000	74	99.15
4.	No. of years spent in construction work		
	Upto 5 years	18	94.22
	5-10 years	113	99.31
	10-15 years	68	102.68
	15 and above	1	50.50

Source: Primary data processed through SPSS 23.0

**Table 7:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.39	0.02	0.08	1.45
2.	p-value	0.81	0.87	0.77	0.69

Source: Primary data processed through SPSS 23.0

Table 6 presents the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=107.64, 20-30=98.86, 30-40=102.61), Gender (Male=100.8, Female=99.52), Monthly Wages (Upto Rs.10,000=101.29, Above Rs. 10,000=99.15), and No. of years spent in construction work (Upto 5 years=94.22, 5-10 years=99.31, 10-15 years=102.68, 15 and above= 50.50). Table 7 demonstrates the test statistics of Rewari and

Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No. of years spent in construction work have p-values greater than the significance level (0.05), which signifies no significant impact on the implementation of the Water tap facility in Latrine & urinal facility in Rewari and Panchkula.

**Table 8:** Mean Ranks of Fixed Working Hours facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	117.64
	20-30	122	99.02
	30-40	71	101.35
2.	Gender		
	Male	149	104.12
	Female	51	89.91
3.	Monthly Wages		
	Upto Rs.10,000	126	99.39
	Above Rs. 10,000	74	102.39
4.	No. of years spent in construction work		
	Upto 5 years	18	99.19
	5-10 years	113	101
	10-15 years	68	98.54
	15 and above	1	160.50

Source: Primary data processed through SPSS 23.0

**Table 9:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.98	3.1	0.17	1.61
2.	p-value	0.61	0.07	0.67	0.65

Source: Primary data processed through SPSS 23.0

Table 8 outlines the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=117.64, 20-30=99.02, 30-40=101.35), Gender (Male=104.12, Female=89.91), Monthly Wages (Upto Rs.10,000=99.39, Above Rs. 10,000=102.39), and No. of years spent in construction work (Upto 5 years=99.19, 5-10 years=101, 10-15 years=98.54, 15 and above= 160.50).

Table 9 depicts the test statistics of Rewari and Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No. of years spent in construction work have p-values greater than the significance level (0.05), which signifies no significant impact on the implementation of the Fixed Working Hours facility in Rewari and Panchkula.

**Table 10:** Mean Ranks of First Aid Box facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	111.93
	20-30	122	100.34
	30-40	71	99.65
2.	Gender		
	Male	149	100.23
	Female	51	101.28
3.	Monthly Wages		
	Upto Rs.10,000	126	98.44
	Above Rs. 10,000	74	104.01
4.	No. of years spent in construction work		
	Upto 5 years	18	107.17
	5-10 years	113	100.68
	10-15 years	68	97.85
	15 and above	1	140.50

Source: Primary data processed through SPSS 23.0

**Table 11:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.40	0.01	0.60	1.19
2.	p-value	0.80	0.89	0.43	0.75

Source: Primary data processed through SPSS 23.0

Table 10 shows the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=111.93, 20-30=100.34, 30-40=99.65), Gender (Male=100.23, Female=101.28), Monthly Wages (Upto Rs.10,000=98.44, Above Rs. 10,000=104.01), and No. of years spent in construction work (Upto 5 years=107.17, 5-10 years=100.68, 10-15 years=97.85, 15 and above=

140.50). Table 11 demonstrates the test statistics of Rewari and Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No. of years spent in construction work have p-values greater than the significance level (0.05), which signifies no significant impact on the implementation of the First Aid Box facility in Rewari and Panchkula.

**Table 12:** Mean Ranks of Safety helmets, shoes & eyewear facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	111.93
	20-30	122	99.52
	30-40	71	101.06
2.	Gender		
	Male	149	98.89
	Female	51	105.21
3.	Monthly Wages		
	Upto Rs.10,000	126	101.61
	Above Rs. 10,000	74	98.61
4.	No. of years spent in construction work		
	Upto 5 years	18	112.72
	5-10 years	113	98.91
	10-15 years	68	99.32
	15 and above	1	140.50

Source: Primary data processed through SPSS 23.0

**Table 13:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.43	0.62	0.17	1.93
2.	p-value	0.80	0.42	0.67	0.58

Source: Primary data processed through SPSS 23.0

Table 12 presents the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=111.93, 20-30=99.52, 30-40=101.06), Gender (Male=98.89, Female=105.21), Monthly Wages (Upto Rs.10,000=101.61, Above Rs. 10,000=98.61), and No. of

years spent in construction work (Upto 5 years=112.72, 5-10 years=98.91, 10-15 years=99.32, 15 and above= 140.50). Table 13 outlines the test statistics of Rewari and Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No.

of years spent in construction work have p-values greater than the significance level (0.05), which signifies no

significant impact on the implementation of the Safety helmets, shoes & eyewear facility in Rewari and Panchkula.

**Table 14:** Mean Ranks of Paid for overtime work at double wage rate facility

S. No	Demographic Variables	N	Mean Ranks
1.	Age		
	Below 20	7	83.36
	20-30	122	101.16
2.	30-40	71	101.06
	Gender		
	Male	149	100.90
3.	Female	51	99.32
	Monthly Wages		
	Upto Rs.10,000	126	100.82
4.	Above Rs. 10,000	74	99.96
	No. of years spent in construction work		
	Upto 5 years	18	96.06
	5-10 years	113	99.79
	10-15 years	68	102.26
	15 and above	1	140.50

Source: Primary data processed through SPSS 23.0

**Table 15:** Test statistics of Rewari and Panchkula across Demographic Variables

S. No	Statistics	Age	Gender	Monthly wages	No. of years spent in construction work
1.	Chi-square	0.88	0.03	0.01	0.92
2.	p-value	0.64	0.84	0.90	0.82

Source: Primary data processed through SPSS 23.0

Table 14 depicts the mean ranks of Adequately Lighted facility in Latrine & urinal facility for Age (Below 20=83.36, 20-30=101.16, 30-40=101.06), Gender (Male=100.90, Female=99.32), Monthly Wages (Upto Rs.10,000=100.82, Above Rs. 10,000=99.96), and No. of years spent in construction work (Upto 5 years=96.06, 5-10 years=99.79, 10-15 years=102.26, 15 and above= 140.50). Table 15 shows the test statistics of Rewari and Panchkula across Demographic Variables. All the demographic variables, including Age, Gender, Monthly Wages, and No. of years spent in construction work have p-values greater than the significance level (0.05), which signifies no significant impact on the implementation of the Paid for overtime work at double wage rate facility in Rewari and Panchkula.

**Conclusion**

The study aimed to compare the implementation of labour welfare services in the NCR and non-NCR regions. For this, the researcher compared seven welfare services provided by the Haryana Building and Other Construction Workers Welfare Board (HBOCWFB) in Rewari and Panchkula districts as NCR and non-NCR regions, respectively. The findings reveal no significant difference in the implementation of labour welfare services in the NCR and non-NCR regions. So, it can be concluded that labour welfare services are similar in implementation in NCR and non-NCR regions. Further, the impact of four demographic variables (namely, Age, Gender, Monthly Wages, and No. of years spent in construction work) on seven welfare services was determined. And no significant difference was observed in the implementation of welfare services across demographic variables (Age, Gender, and Monthly Wages), except for a significant impact on the implementation of a Conveniently situated and accessible latrine and urinal

facility to workers at all times in Rewari and Panchkula across No. of years spent in construction work.

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