

A Systematic Literature Review and Meta-Analysis of Employee Welfare and Social Security Measures in the Manufacturing Industries

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Abstract

The efforts made by the employer for the good life worth of its employees are referred to as employee welfare. The term "employee welfare" refers to any action taken for the benefit of the workers' comfort, intellectual development, social advancement, or other needs that are not strictly necessary to the operation of the business. To retain employees' motivation levels at a high enough level, businesses offer wellness facilities. Intra-mural and Extra-Mural employee wellbeing programmes can be divided into two groups. The Intra-Mural programmes are those programmes that an organisation must offer in order to comply with the rules controlling the health and safety of its employees. Different organisations and industries have different Extra-Mural initiatives.

Employee welfare's primary goal is to improve employees' quality of life, keep them happy, and keep them engaged in their work. The manufacturers' (employer's) generosity, wisdom, and altruistic sentiments are what lead to extra-mural rewards. Within different geographical locations of the Pharma and Food, Beverage, tobacco companies in Madhya Pradesh in India (central India), this research presents an in-depth analysis of both intra- and extra-mural factors and their effects, under the framework of Government's legal directives, on employee satisfaction. Additionally, attention was given to layoff benefits and the organization's regular employees' access to social programmes.

KEYWORDS: Employee Welfare & social security measures, Employee Satisfaction, regular employees.

Introduction

Various services, benefits, and facilities provided to employees by their companies are referred to as employee welfare. The welfare measures might be of any sort or shape, not only financial ones. Included in this are things like stipends, accommodation, transportation, health insurance, and food. Monitoring working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations, and insurance against illness, accident, and unemployment for both the workers and their families are all aspects of employee welfare. The company enriches the quality of life for its employees through these excellent benefits. Activities performed for the benefit and comfort of employees that go above and beyond compensation are referred to as welfare. In order to retain employees for extended periods of time, welfare measures serve to keep employee morale and

motivation strong. This welfare may take any form or amount, not just money. Employee welfare comprises keeping an eye on working conditions, fostering industrial harmony through the development of a health infrastructure, industrial relations, and insurance for workers' families against illness, accidents, and unemployment. The following are the features of employee welfare:

- a. Employee welfare is a broad concept that includes many services, benefits, and facilities.
- b. Welfare measures are offered to employees in addition to regular salary and other applicable financial advantages in order to improve their standard of living.
- c. Workers protected by laws and collective bargaining agreements. Employee welfare's primary goal is to improve the condition of the working class, which will foster a sense of community.
- d. Social welfare must include employee wellbeing as a crucial component. It entails a person's work and home lives being adjusted to fit in with the neighbourhood or social life. Both mandatory and voluntary welfare measures are possible.

The concept of labour welfare is flexible and adaptable, and it differs significantly depending on locales, eras, industries, nations, social values, and customs, as well as on industrialization levels, general levels of human social and economic development, and the political ideologies that are popular at a given moment in time. However, the Committee on Labour Welfare (1969) gave the following definition: Ample canteens, rest and recreation areas, sanitary and medical facilities, plans for transportation to and from work and accommodations for workers employed away from their homes, as well as other services, amenities, and facilities, such as social security measures, all contribute to the working conditions for employees. The welfare state and democratic principles served as models of social welfare.

The dynamic aspects of management are thought to be people. In this era of globalization, human resources play a major role in the success of enterprises. The most valuable corporate asset today is the use of human resources (Beach,1975). People gather, coordinate, and use the resources of personnel, money, materials, and equipment. L.F. Urwick asserts that "business houses are formed or broken in the long run not by markets or finance, patents or equipment but by men." The only resource that does not deteriorate over time is manpower.

Every industry is working hard to reclaim first place in the country in the current global industrial environment. It is crucial to instill in every employee of a business an awareness of welfare activities both inside and outside the workplace, as well as effective welfare provision procedures. Many businesses have consistently worked to improve the welfare systems in the organization in a positive & effective manner. This has been identified as a primary focus area from the outset. Numerous government organizations have acknowledged and praised these initiatives.

India's vast and plentiful human resources are its biggest asset. A nation or organization's prosperity depends on how well its human resources are developed and used because a motivated workforce can produce all other resources. Human resources' actions are ultimately what determine an organization's success, growth, and transformation. As a response to the challenges posed by the global economy, organizations all over the world are transforming themselves (AppleWhile,1965). Effective human resource management is increasingly a prerequisite for success in today's cutthroat corporate environment. It is believed that while method and structure may be easily imitated, an organization's human resources are its most crucial defining characteristic and cannot be imitated.

A firm's productivity, level of service, reputation, and the survival of its human resources are all significantly influenced by the quality of its human resources, as well as by their enthusiasm, commitment, and level of job satisfaction. Another important factor is how satisfied they are with how they are treated. Personnel management comes before human resource management, and traditional management of labor relations is insufficient to tap into the enormous untapped human potential within the firm (Carvel,1973). The expansion of industry and recent improvements in management have created a fresh possibility for employees to be considered as assets. It is evident that companies continuously work to meet their needs and anticipate their performance in order to increase the productivity of the workforce and achieve the predetermined organizational objectives. The concept of "labor welfare" is understood very differently in today's world. It is not regarded as a charitable act, a foolish investment, or a worthless liability. Higher incentives and better welfare policies strengthen employee motivation and sense of responsibility, which in turn promotes efficient operation, boosts production, and aids in achieving harmony in the advancement of industry. The goal of closing the gap between the "haves" and the "have nots" is a key component of the labor welfare ideology. The dehumanizing conditions that are pervasive in contemporary cultures constitute a serious danger to all spheres of life, particularly the working class (Vijay,1994).

The industrial revolution has resulted in workers' social and economic circumstances being at their lowest point. The public conscience has been awakened in favor of establishing a welfare state based on two principles: the right of everyone to a job and guaranteed social protection from the excesses of unchecked capitalism. Recruiting agents of the mills treating the workers as slaves, overcrowding of workers, appalling working conditions, and exploitation of the poor working class by the rich have presented a ghastly picture of the inhuman conditions of the life of labor (Kingsley, 1953). Contrarily, the notion of individualism gave the notion of worker welfare new life (Vaid,1970).

The word "welfare" has a number of definitions, all of which have different meanings. Therefore, it can be challenging to give a specific explanation of the phrase, as was properly noted: Regarding the goals and benefits of industrial welfare activities, there are a variety of strongly divergent viewpoints (Todd Arthur, 1933). Anything done for the benefit of the workers' comfort and intellectual and social development that is not required by the industry but is done in addition to paying their wages (James Todd, 1933). The entire field of welfare is one in which much can be done to combat the industrial worker's sense of frustration, to relieve him of personal and family concerns, to improve his health, to provide him with a means of self-expression, to give him some sphere in which he can excel others, and to assist him in developing a wider conception of life (Kirkaldy, 1947). Beyond the basic criteria outlined by the Factories Act and other labor laws, work to improve the workers' health, safety, overall well-being, and industrial efficiency (Bhagoliwal, 1991). Services, amenities, and facilities such as adequate canteens, rest and recreation areas, transportation arrangements to and from the job site, accommodations for workers who are employed away from their homes, and other amenities, services, and facilities that have improved the working conditions for employees (ILO Conference, 1947).

The employer's selfless efforts to enhance the living and working conditions of his staff; the underlying premise, of course, being that the first requirements for an employee's welfare are consistency, a fair wage, and appropriate working hours. The added pronouncement that the spirit of the age has imposed

upon the employers duties involving a proper regard for the comfort, health, safety, and well-being of the employees shows that the employer has a further obligation and should not attempt to substitute welfare work for better wages and shorter hours (National Civic Federation, 1955). Many of the programmes go beyond the factory and into the homes of employees, including wives and children as a result. Labor welfare aims to serve to achieve humanitarian, economic, and civic objectives.

The emphasis is clearly on the management's attitude of mind, as welfare is primarily an attitude that affects how management operations are carried out (Hopkin, 1955). By transforming the workforce into one that is devoted, effective, and productive, labor welfare aids in economic growth (Dholakia, 1961). The National Commission on Labor noted in its report that it is challenging to provide a precise and widely accepted definition of "labor welfare." The term "welfare" is inherently ephemeral, with varying meanings from one country to the next, over time, and even within a single country, depending on its value system, social institutions, level of industrialization, and overall state of social and economic development. Its substance could vary from area to region even within a single nation (Labor Commission, 1969).

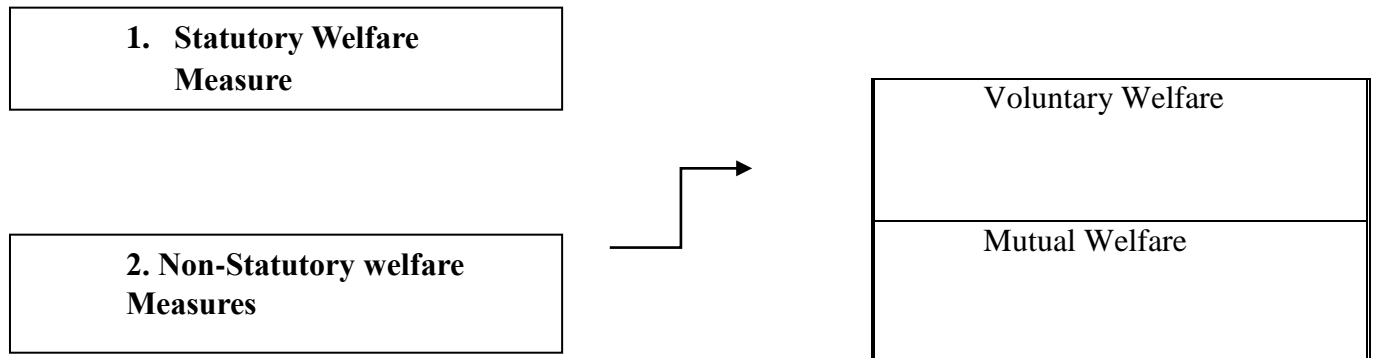
There are positive and negative aspects to labor welfare. On the one hand, it deals with mitigating the detrimental consequences of extensive industrialization on the worker's social, familial, and personal lives, while on the other, it deals with giving the worker and his family options for a fulfilling life both personally and professionally (Moorthy, 1968).

The definition of "welfare" is "such services, facilities, and amenities as adequate canteens, rest and recreation areas, sanitary and medical facilities, arrangements for transportation to and from work and for the housing of workers employed at a distance from their homes, as well as such other services, amenities, and facilities, including social security measures, as contribute to improvement in the conditions under which workers are employed" (Labor Committee report, 1969). The correct environment, where a worker can breathe the air of growth and development and think creatively, is what constitutes real welfare instead than luxuries since this is how a person may fully comprehend how his or her conscious and subconscious emotions interact (Giri, 1972). The eradication of these handicaps is a part of the role of labor welfare since industrial workers are susceptible to a variety of handicaps in both their job and community lives (Murthy, 1982).

In the modern era, the term "labor welfare" refers to all the actions taken by companies to provide their staff with extra benefits and services beyond just pay (Rakesh, 1989). These are facilitative services that help employees achieve organizational goals rather than an act of goodwill or charity on the part of the employers. Therefore, providing these amenities to the staff is not only in their best interests, but also in the organizations, as doing so will increase their sense of loyalty to the company. Since they are closely related to the organization's productivity, these are seen as essentially maintenance elements rather than motivators, but they are nonetheless important for the health of the company. According to him, a crucial component of social welfare is the adjustment of an employee's personal and professional life to the surrounding neighbourhood and social scene. He defended this claim by stating that each person's health, happiness, and productivity reflect on the overall well-being of all (Ghosh, 1987).

It is clear from all of these definitions that none are exhaustive or thorough. This subject lacks a clear, distinct contour or boundary.

1.1.1. Type of Welfare Measures:



These are services that are provided by the organizations in accordance with federal and state laws. To safeguard the interests of employees, the federal government has passed a number of laws.

Non-Statutory Welfare Measures:

The facilities provided voluntarily by the employers as well as those established by the employees themselves through their unions and other organizations may fall under the category of non-statutory facilities. As was already said, these are amenities that employers willingly supply to enhance employees' overall well-being and increase their collaboration with current and upcoming organizational activities. If these amenities fall well within the organization's time, financial, and physical constraints, the employers will give them. Some of these amenities would be offered to the workers inside the facility, and the remainder would be outdoors. The goals of providing these services, however, stay the same regardless of how, when, or when these facilities are supplied. The following are the key welfare services that organizations offer to their employees:

1. Transport facilities	2. Recreation facilities
3. Housing Facilities	4. Canteen facilities
5. Education facilities	6. Insurance Facilities
7. E-Commuting and Flexi-Time facilities	

Mural Benefits (factors/variables affecting employee opinion & satisfaction)

SN	Intra Mural Benefits	Extra Mural Benefits
1	Medical Facilities & First Aid	Outdoor recreational facilities
2	Compensation for accidents	Indore recreational facilities, e.g., Clubs, cooperative societies
3	Provision of canteens and crèches	Trade Union (Dispute resolution)
4	Supply of drinking water & electricity	Sports & Amusement, Parks
5	Washing and bathing, lavatory &	Educational facilities for adults and

	sanitation facilities	children (Library)
6	Working conditions (Provision for safety measures, ventilation & lighting)	Leave Travel Assistance (LTA)
7	Activities relating to improving conditions of employment, e.g., Casual & sick leaves, Provident Fund	Training Quality
8	Security	Cultural Events
9	Subsidies for food at the canteen or lunchroom facilities	Yoga Centers, Counseling & Vocational Training
10	Free communications	Health Care Facilities
11	Rest Shelters	Housing facilities
12	Supervisor- subordinate relations ship	Guest-room facilities
13	Attention to complaints	Insurance facilities
14	Family relief & Death relief schemes	transport facilities
15	Living Environment	etc.
16	Employee Recognitions	
17	Employee feedback & suggestions	
	etc.	

Government Initiatives in India:

1.2.TIMELINE OF MAJOR LEGISLATIONS FOR WELFARE MEASURES:

1. Motor Transport Worker Act, 1961	<ul style="list-style-type: none"> Restrooms, uniforms, first aid facilities, and reasonable working hours.
2. Factories Act, 1948	<ul style="list-style-type: none"> Drinking water facilities, creches, ventilation, and lightning.
3. Workmen Compensation Act, 1923	<ul style="list-style-type: none"> Compensation for any personal injury caused by accidents at the workplace.
4. The Employee State Insurance Act, 1948	<ul style="list-style-type: none"> Sickness benefits, Maternity benefits, Funeral benefits, medical benefits
5. Employees Provident Fund and Miscellaneous Provisions Act, 1952.	<ul style="list-style-type: none"> P.F, Deposit Linked Insurance
6. The Payment of Gratuity Act, 1972	<ul style="list-style-type: none"> Payment of Gratuity at the time of retirement

Some of the important highlights of the Acts include:

Motor Transport Workers Act, 1961: First aid facilities to lessen the impact of accidents at work, uniform provisions for employees and labor, provisions for acceptable working hours for all employees, and other regulations are all included in this Act.

The Factories Act, 1948: Additional benefits are offered to employees under the Act of 1948's various parts. The Act now includes provisions for facilities including drinking water, restrooms, nurseries, ventilation, and lighting.

The Workmen's Compensation Act, 1923: It offers benefits, such as reimbursement for any personal injuries brought on by workplace accidents.

The Employee's State Insurance Act, 1948: This act of 1948 provides that workers would get benefits in the event of sickness, as well as maternity, funeral, and medical benefits.

The Employees' Provident Fund & Miscellaneous Provisions Act, 1952: This act of 1952 guarantees Provident Fund benefits to all organization employees, and this act also guarantees medical benefits to staff members in the event of illness or accidents.

The Payment of Gratuity Act, 1972: Employees are given rights under the Act of 1972 regarding gratuity payments at retirement. Therefore, it can be said that the Constitution and its many Acts have prioritized employee welfare

Coverage of Social Security Measure:

A wide range of activities are covered by social security measures. While in the majority of nations, all government initiatives designed to maintain income are referred to be social security initiatives. The march toward social security is primarily driven by two currents: social assistance and social insurance. These two have different revolutionary methods and approaches, but they both serve different purposes and are additive to one another. They are two sides of the same coin and are a crucial component of a nation's social security system.

Social Assistance: Referred to as "social assistance," this is aid given by the state to those in need without requiring them to pay into the system. To put it another way, benefits that are offered by the government free of charge to employees and businesses are included in social assistance. Social assistance programmes include things like workers' compensation, maternity benefits, old age pensions, etc.

Social Insurance: A system of establishing a fund through employee and employer contributions, with or without government assistance, is referred to as social insurance. In other terms, social insurance is a system that combines the insured's own contributions with government and employer-funded subsidies to offer benefits as a right to people with low incomes. The mainstay of employee welfare programmes is social security. Government employees and their family are indeed given financial protection through

a number of different schemes. Employees typically have access to this insurance against income loss brought on by old age, illness, unemployment, disability, and death. The main goal of social security policies is to protect workers from all types of social risks that can make it difficult for them to meet their minimum needs. By offering such protection, employers hope to promote social justice and equality while enabling employees and their families to live honorably under any circumstance. Most of the time, laws passed by the federal and state governments guaranteed social security to the workforce. Many nations adopted adequate legislative measures to provide social security to the workforce as a result of the need to promote socioeconomic equality. Under the Directive principles of the State Policy, social security is mentioned in the Indian constitution. In its 1948 Universal Declaration of Human Rights, which includes specific provisions that address the relevance and significance of the social security of the employees and their dependents, the United Nations duly acknowledged the need for social security to the employees. Which are:

Article 22: Each person has the right to social security as a member of society, and they have the right to the realization of the economic, social, and cultural rights necessary for their dignity and the unrestricted development of their personalities. These rights must be realized through national cooperation and in accordance with each state's organizational structure and resources.

Article 23: Every person who works has a right to fair compensation that will ensure for him or her and their family a life worthy of human dignity and will, if required, be complemented by other forms of social security.

Article 25: Everyone has the right to an adequate standard of living, which includes food, clothing, housing, medical care, and necessary social services. They also have the right to security in the event of unemployment, illness, disability, widowhood, old age, or other loss of livelihood due to factors beyond their control.

Social Security Schemes in India

In India, the central government now has a significant obligation to provide social security for the workforce. In order to defend the interests of the workforce, the government adopts relevant legislation and creates a suitable structure to implement various programmes. The Ministry of Labor and Employment is in charge of social security under the direction of the Indian government. Social security programme creation and management fall under the purview of this ministry. The government has implemented a number of legislative measures over time to safeguard the interests of the workforce. Out of these 26, five laws directly affect the creation and maintenance of social security systems: the Workmen's Compensation Act, 1923; the Maternity Benefit Act, 1961; and the payment of Gratuity Act, 1972; the Employees State Insurance Act, 1948; the Employees Provident Funds and Miscellaneous Provisions Act, 1952; and including the Employees' Deposit Linked Insurance Scheme, 1976; and the Employees' Pension Scheme, 1995 The importance and consequences of these actions in guaranteeing social security will now be covered in greater detail.

Employees' State Insurance Act (ESI), 1948 - The goal of this law is to provide factory workers with certain benefits, like as medical attention and financial aid, during times of illness, pregnancy, and workplace accidents.

Social Security Code 2020:

Social security refers to the protections offered to workers, including unorganised workers, gig workers, and platform workers, to secure access to health care and to give economic security, especially in circumstances of old age. Through the rights granted to them and the programmes established, under the Code on Social Security, 2020, they can get assistance in the event of unemployment, sickness, disability, work injury, maternity, or the death of a breadwinner. In order to provide social security benefits to all employees and workers, regardless of whether they work for an organised or unorganised business, the Code on Social Security, 2020, aims to revise and consolidate the current labour legislation pertaining to social security.

The Code on Social Security, 2020 includes self-employed workers, home workers, wage workers, migrant workers, workers in the unorganised sector, gig workers, and platform workers for the purposes of social security schemes, including life insurance and disability insurance, health and maternity benefits, provident fund, and retirement benefits.

The Social Security Organisations are explained in Section 2(79) of the Code on Social Security, 2020. The Central Board of Trustees of the Employees' Provident Fund, established under Section 4, the Employees' State Insurance Corporation, established under Section 5, the National Social Security Board for Unorganised Workers, established under Section 6, and the State Unorganised Workers' Social Security Board, established under Section 6, are among them. (e) The State Building and Other Construction Workers' Welfare Boards established according to section 7; (f) Any other organisation or special purpose vehicle designated as the social security organisation by the Central Government.

Central provident Fund Commissioner (CPFC) can permit voluntary) coverage under Sec 1(5) of the Code on Social Security, 2020. Move out option is available and Rule 3 Procedure is to be followed. Both the situations are based on agreement between employer and majority of employee 60 days' time limit is provided under the Code on Social Security 2020 to decide on the same. Or else there is a deemed provision (application is deemed as permitted) applicable. No such application (opting in/ opting out) shall be made by the employer of the establishment before five years of such coverage under provisions of Chapter III of the Code on Social Security, 2020. No such application shall be entertained unless the employer has furnished all statutory returns, paid all statutory dues under the Code on Social Security, 2020 and submitted a self-certification to that effect along with the application (As far as the chapter on ESI (Chapter IV) is concerned, application of the same kind, is to be decided upon by the Director General of Corporation. (Rule 3 applies). Here too, 60 days' time limit is provided for decision (Sec 1(7) & provision is applicable in this context.

Scholarly efforts of authors on the context to provide input for further research:

Before pursuing a dissertation, the previous developments in the concerned area of a study or related area must be explored, in order to understand, the trend of the event, governing factors that control or regulate the demographic or psychographic or behavioural (or erratic sometime, if any), in the field of study. It may be critical ingredient to pursue the research. The literature review facilitates the scholar to understand and recognize any gap that was not discussed at length earlier, or were avoided (un-

/intentionally), or were missed to elaborate or had been uninterrupted, that must be known as a fact, important for the society.

It also enables the researcher to answer the probable questions so as to make scholar define the actual problem of the event in terms of “employee welfare practices and social security” to measure employee performance. Because these questions significantly contribute to the research title.

The study of the widely used sources that are connected to the research issue is known as a review of the literature. This aids the researcher in developing a firm understanding of the relevant field. Additionally, it is meant to act as a channel for information exchange in the hopes that it will stop respondents from repeating themselves in order to find out what has previously been discovered through related study. For researchers to ensure that their findings are consistent with those of earlier studies, familiarity with other study literature is crucial.

Even though the government employs the majority of people in the nation, there have been very few research on social security policies or employee wellbeing. The provision of employee welfare and social security measures in public sector organizations has received very little in-depth research. However, there is some helpful reading can be found in textbooks, on the internet, and in published theses. A sizable number of articles that have appeared in different academic publications and magazines are also accessible. The existing literature has been described below in this regard.

With the passage of the first factory act in 1881, improvements in Indian workers' working conditions began. This law applied to power-using factories with at least 100 employees. Children under the age of seven were not allowed to work under this law, while those between the ages of seven and twelve were not allowed to work more than nine hours per day. Children were granted four holidays and an hour of rest per day. The provincial government established a number of committees to investigate employee working conditions. These committees were the Central Provinces Textile Labor Inquiry Committee (1937), the Bombay Textile Labor Inquiry Committee (1937), the Kanpur Labor Inquiry Committee (1937), and the Bihar Labor Inquiry Committee (1938). The Rege Group, a significant labor inquiry committee, was established in 1944. The committee was instructed to look at issues with pay, employment, housing, and social conditions, as well as issues with occupational diseases, crèches, canteens, medical assistance, washrooms, restrooms, educational facilities, and other things. For the first time in India, this committee emphasized the value of worker welfare measures in enhancing their social and economic circumstances.

Following the Factory Act, several labor welfare initiatives were included in various five-year plans:

- ✓ The welfare of the working classes received significant emphasis throughout the first five-year plan (1951–1956).
- ✓ The Mines Act of 1952, the Employees' Provident Fund Act of 1952, and the Plantation Labor Act of 1951 were all passed during the first year of the plan.
- ✓ The significance of improved working conditions was gradually understood throughout the second-year plan (1956–1961).
- ✓ The third five-year plan, which covered the years 1961 to 1966, emphasized the need for improved execution of different legal welfare provisions.
- ✓ The Maternity Benefits Act of 1966 and the Payment of Bonus Act of 1965 are two examples of the laws passed during this time.

- ✓ The employees' state insurance programme was extended to cover medical facilities under the fourth five-year plan (1969–1974), which also saw the passage of the Employees' Family Pension Scheme in 1971 and the Payment of Gratuity Act in 1972.
- ✓ The fifth five-year plan (1974–1979) also established programmes for labor welfare to increase industrial safety, and it called for the establishment of safety cells in various states.
- ✓ The seventh five-year plan placed a strong emphasis on improving the living and working conditions of unorganized workers, both in rural and urban areas.
- ✓ Strategic improvements in labour quality, productivity, skills, and working conditions, as well as the provision of welfare and social security programmes, were highlighted in the eight-year plan (1992-1997).
- ✓ The Eighth & Ninth Five-year Plan has goal was to boost employment while limiting population increase and promoting general human advancement. As opposed to being in opposition to one another, it was fostering economic growth. The plan considered the necessity of thorough examination of the effects of macroeconomic, sectoral, and labour policies on employment. According to the plan, the labour policy, which is reflected in certain labour laws and labour market rigidities that make pay mechanisms ineffective, has increased labour usage rigidity and discouraged job growth, especially in large-scale businesses. The plan also covered the unorganised sector, which is home to the majority of workers. It was discovered that employment there is not only completely precarious but also lacks any social security protections, i.e., there is high degree of protection for the smallest proportion of the work force but no protection at all for the vast majority of workers.
- ✓ The Ninth Five Year Plan: through a variety of techniques, the plan seeks to assist the achievement of economic and social goals in the labour market. Labour regulations, which include provisions for workers' social security, are thought to make it easier for people to reasonably return to work. Plan mentions that for individuals who are not protected by social security legislation, employment is the best assurance. According to the strategy, the labour market is developing in a way that will increase the frequency of job changes for individuals. Given the shrinking scale of the public sector, which offers its workers complete social security coverage, it is important to monitor the government workers' pension systems. The plan said that in order to reach the whole work force, many of the current institutions, regulations, and programmes, particularly those pertaining to social security, would need to be reorganised. The Plan suggested expediting the distribution process and giving EPFO employees National Social Security Numbers.
- ✓ Eleventh Five Year Plan: The Eleventh Five Year Plan, which was adopted by the National Development Council, set a growth rate of "a faster broader based and inclusive" at an average of 9% per year. By creating 7 crore new jobs and guaranteeing that every hamlet has access to power, the strategy aims to eliminate poverty by 10%. The emphasis of the Plan document is on social sectors, agriculture, and rural development, with numerous monitor-able targets set for various priority initiatives at the central and state level.
- ✓ Twelfth Five Year Plan: This plan is expected to differ from all previous plans due to differences in the economic environment in which the plan will be implemented. This plan includes a number of new initiatives to keep young people in the agricultural sector and to finance research and innovation in the sector. The two objectives of the plan are to ensure food security and improve the position of producers by investing more in agriculture and related fields. To meet the challenges of the breeding sector, the plan also proposes a national breeding activity⁴⁰ and a national program for cattle

breeding and milk production. Under the scheme, organized sector workers hardly have any additional benefits to add to the existing benefits. It was felt that the focus should be only on the provisions of health care, accident benefits, sickness and maternity benefits, which broadly include the ESI Act, the EPF Act, the Employees' Compensation Act⁴¹ and the Maternity Benefit Act. It was pointed out that none of these laws apply to contractors. The plan emphasized that the coverage criteria of different laws, such as thresholds, salary ceilings, etc., should be homogeneous so that convergence of these systems could be considered. The plan also emphasized that separate systems must be created for different employees with different perceptions of risk, because some workplaces do not have accidents or occupational diseases. The plan also stipulated that associations or unions representing different groups of employees could be used to give a given department an advantage, e.g. ESIC was able to cover Mumbai film workers with the active cooperation of film workers unions. The plan also highlighted that there were overlaps in the provision of contingent benefits in different schemes. For example, both ESI and EPF provide disability benefits and dependents' benefits, which could be avoided if uniform coverage criteria were introduced.

The survey of the employee welfare movement mentioned above reveals that there are two different schemes for its development: first, a movement spurred on by the voluntary efforts of some companies, and second, a legislative movement.

Currently, the government serves in three capacities: as a lawmaker, administrator, and promoter. Despite these efforts, the welfare and social security of workers in India still falls well short of the standards established in other nations.

Arun Monappa (1990) went into great length about social security and labor welfare policies in his book *Industrial Relations*. He also discussed the different issues the enforcement apparatus has to deal with in order to put these welfare and social security policies into effect.

The fundamentals of labor welfare services, numerous forms of labor welfare services, and several Acts were outlined by Tripathi, P.C. (1998)¹¹ in his book *"Personnel Management & Industrial Relations."* Along with describing the Indian social security system, he also spoke about the social security programmes for medical care, illness benefits, unemployment benefits, maternity benefits, and other benefits. The provision of intra-mural and extra-mural welfare facilities aids in improving the quality of work life for employees, which in turn fosters the growth of positive interpersonal relationships among various employee cadres, according to Michael, V.P. (2001), who wrote the book *Human Resource Management and Human Relations*. The ever-increasing demand for welfare funds for each and every sub-sector of the informal sector may be seen as a desperate reaction of the workers for a measure of social security in an unprotected labor market, according to Kannan, K.P. (2001)¹⁴ in his book *"State Assisted Social Security for Poverty Alleviation and Human Development: Kerala's Record and its Lessons."* Labor welfare, Trade Unionism, and Industrial Relations by Punekar et al. (2004) defined it as "everything done for the comfort and betterment, intellectual and social-wellbeing, over and above the pay given which is not a necessity of the industry." The welfare services offered by numerous enterprises, including cotton mills in Mumbai, jute mills, steel plants, mines, plantations, railways, postal & telegraph services, ports, and dockyards, were studied by Mamoria et al. in their 2005 book

"Dynamics of Industrial Relations." They also talked about the government's efforts to improve employee welfare from the first to the eighth five-year plans.

The various welfare measures that must be provided to workers and employees under various Acts, such as the Mines Act of 1952, the Factories Act of 1948, the Environment (Protection) Act of 1986, etc., were discussed by Malik, P.L. in his book "Hand book of Labor and Industrial Law" published in 2007. The numerous services and benefits offered to employees in terms of compensation for time not worked, insurance benefits, compensation benefits, pension plans, etc. were explored by Aswathappa, K. (2010) in his book "Human Resource Management." He also talked about how to effectively manage the delivery of benefits and services. The labor welfare is flexible and elastic and varies greatly with times, regions, industries, countries, social values and customs, levels of industrialization, and the overall socioeconomic development of people, according to Rathod, Atish Utamaro's (2015) thesis, "*A Study of Labor Welfare Practices in Small Medium Industries in Maharashtra State.*" The productivity of labor and the effectiveness of the business are increased by labor welfare measures, which also help workers live richer and more satisfying lives. The labor-welfare programmes can be seen as an investment that should and frequently does pay off with increased productivity. In summary, it was discovered that most respondents were aware of the legal welfare facilities. The majority of employees greatly benefit from the welfare measures offered by the sector. The majority of employees are, on the whole, happy with the welfare provisions made by businesses. In his thesis titled "Employee Welfare in Cement and Steel industry with a special reference to select units in Ananthapuramu District," Sriya, A. Keerthi (2017) noted that the welfare programmes offered to employees and their families, such as health insurance, child care benefits, and housing assistance programmes, help to raise their standard of living. The organization's productivity is increased as a result of the welfare measures because they make workers happy and focus on their task. Research revealed that the non-managerial class workers had little knowledge of the welfare measures. According to Ganesh, Anjali, and D Souza, Vijaya's (2008) research, "Social Security and Welfare Measures at New Mangalore Port Trust - A Case Study," employees at NMPT are generally happy with the social security advantages that the company offers. Additionally, they claimed that the availability of welfare services and social security benefits has a higher impact on workers' productivity through psychological and social pleasure.

A. Deepika, M.G. (2008) in "A Relook at the Measurement of Human Performance," According to "Wealth and Happiness," governments should calculate the Gross National instead of using Gross National Happiness (GNH) as the measure of "national happiness" is a more accurate gauge of human welfare and contentment. Joe, Bijoy, et.al. (2009) According to "Labor Welfare in India," there are a lot of illiterate employees in India as well as a sizable population of highly educated and talented professionals. In India, labor welfare initiatives date back to 1837. Over the years that followed, they underwent noticeable alterations. The adjustments and additions that were made during this time are described in this article. In its whole, it depicts the Indian Labor Welfare Scene. Welfare metrics include entertainment, health care, education, housing, sanitation, and other things, according to Sabari Rajan, A. et al. (2010). All businesses offer the minimum required welfare benefits, but some businesses go above and above to help keep employees and improve their quality of life at work. Because employees' quality of life at work has improved, the organization as a whole is more productive because more people are engaged in their work. The achievement of the organization's goals is facilitated by the organizations'

maintenance of a positive relationship between employees and management. By performing this survey, we were able to conclude that the workers at the textile mills in the Salem district are happy with the welfare services offered by their company. Reddy, R. Jayaprakash, and M. Rama Satyanarayana (2012) - The authors of the survey want to discover how satisfied employees are with KCP Limited's labor welfare policies. According to the study's findings, many employees are happy with the organization's welfare policies in general. Employee welfare measures in the organization under consideration often receive satisfactory levels of employee satisfaction. Some people, though, are dissatisfied with the organization's welfare initiatives. It is suggested that the current welfare policies could be strengthened even more. These welfare initiatives raise the living standards and levels of satisfaction of the employees. Jebamalairaja, A., and Pichumani, R. (2012) - Labor welfare is a fluid concept. It has various interpretations from time to time and from one country to another. The components of labor welfare are determined by a variety of factors, including a country's value system, social institutions, amount of industrialization, and overall level of social and economic development at a given moment. However, labor welfare should satiate the demands of work. In addition to enhancing workers' quality of life, labor welfare measures also help businesses run more effectively. By indirectly lessening the strain on their finances, it also raises the standard of living for workers. Additionally, it fosters harmony with other businesses providing comparable services in the area where the organization is located. Based on a careful analysis of the demands of industrial employees in the future, it is planned to provide a buffer for workers to withstand the shock of urbanization and industrialization. When compared to international standards, India's labor welfare provisions are utterly insufficient. Sharan Appa and Jayakumar Sindhe (2013) - Even though one of the largest portions of the working population is unprotected and underprivileged, the nation has the distinction of having some of the world's most extensive labor regulations. In India, labor laws promote the wellbeing of the working class while defending their interests. The goal of welfare governments in the modern era is to make their citizens happy. Workers are the foundation of the industrial system.

We cannot make any economic item without laborers. It is the state's duty to cater for workers' basic needs, and the Indian Constitution guarantees workers' fundamental rights to take use of these rights. Rohit Sharma (2013) in his thesis study, investigated how worker welfare programmes might boost an organization's efficiency by influencing employees' attitudes. The positive participation and attitudes of employees in the production process have a significant impact in productivity growth. The contribution of workers in the form of increased labor productivity is the only way for businesses to accomplish their goal of profit maximization. It is important to emphasize that unless additional incentives are provided in addition to monetary compensation, the desired goal of increased labor productivity may not be realized. Housing, clothing, paid time off, subsidized breakfast and lunch canteens, childcare facilities, sports, games, and plays for recreation, cleanliness, health and medical facilities, transportation facilities, and all other amenities whose goal is the mental, physical, moral, economic, social, and cultural uplift of workers are included in labour welfare measures. Workplace welfare programmes can be statutory and non-statutory, extra- and intra-mural. Employers, the government, labour unions, or non-profit organizations may take on these. The productivity of an organization, which is the end outcome of increased employee pleasure, is measured by the effectiveness and productivity of the workforce. Disregarding the workforce is equivalent to neglecting the output. Without a doubt, it is possible to argue

that labour welfare work is the only source of alleviation for the working class. Labour welfare has a favourable effect on productivity, which raises the company's profitability.

According to V. Suresh (2013)¹⁷, welfare is the art of coexisting for the purposes of production, productivity efficiency, human well-being, and industrial growth. Human resources play a major role in the development of our country. The welfare measures offered by the industries to the workers serve as the foundation for this growth of human resources. Since India has a long history of implementing labour welfare policies, the governments have also implemented numerous laws pertaining to the welfare of the workforce. Every firm has statutory welfare measures in place, but some offer additional statutory, non-statutory, and fringe benefits to employees to keep them on board and bolster their already robust labour welfare programmes. Where workers are satisfied with welfare measures, they lead richer, more fulfilling lives. Raising the standard of life for workers helps them be more productive and efficient employees of the business. According to the study, there is not much focus on welfare measures within organizations. Employers have a fundamental responsibility to ensure the welfare of their workforces because this will have an impact on the industry's performance and, in turn, the country's economy. Most of the time, a worker's demographic status affects how they are evaluated in relation to welfare services, allowing management to devise clear-cut plans to address any weaknesses and boost satisfaction. Knowing that most of the workforce is unaware of the advantages of even the labour welfare fund, despite the government's numerous efforts to raise the literacy rate, is painful. The two wheels of labour and management revolve on welfare, which serves as their pivot. This study shows that the workers in the spinning mills in the Tirunelveli District were unaffected by the statutory welfare measures, non-statutory welfare measures, fringe benefits, relationships between the workers and management, and wage satisfaction. This finding paints a picture of the government, management, and labour unions as having a greater responsibility in raising welfare facility awareness and putting it into practice.

Rajkumar (2014) discusses how the Human Being of the Organization Needs to Deliver Goods and Services in Time with the Facilities of Labour Welfare Measures and Social Security in the study article, A Study on Labour Welfare Measures and Social Security in IT Industries with Reference to Chennai. Because of their extreme fragility, employees require ongoing welfare measures to improve both their performance and upkeep. The leading industry in India is the service sector, which creates most jobs and requires welfare measures for improvement. Employee motivation and retention are aided by the welfare facilities. Most welfare facilities use hygienic practices to encourage workers to take care of themselves. This guarantees that higher employee satisfaction leads to greater productivity.

Ravindra, K. B. (2013) - Social security and labour welfare are very important to public, private, and multinational corporations. In an industrialized society, labour welfare initiatives have a significant impact on all areas of human resources in addition to the work force. Efforts to promote a worker's spiritual, emotional, and other well-being are included in what is referred to as labour welfare. The concern for employee wellbeing calls for a sincere and serious attitude to ensure that the resources provided to them—both financially and environmentally—are never wasted. A content employee is a productive employee. Studying labour welfare and social security is an endeavour to hone the art of managing people, and nowadays, managing people is the most crucial management. Welfare

programmes ought to be viewed as a prudent investment that, in most cases, yields a positive return in the form of increased effectiveness. The study offers a thorough understanding of the various facets of social security and labour welfare in Indian industries. In this article, Kavi Bharathi (2014) examined the labour welfare measures in the milk producer co-operative union limited. It demonstrates how the company greatly increases decision-making transparency and information sharing across levels by utilizing labour welfare measures. The organization's management supports a collaborative decision-making process. There was sufficient room within the company for both personal and professional development, in addition to sufficient autonomy to carry out one's duties. The organization's management was personable and considerate of the employee's demands. The improvement of workplace welfare may make it easier for workers to reach their full potential, improve their skills, and find fulfilment. Lalitha, (2014), the researcher concluded that human resources are crucial to any firm. The production of the company would grow if the wellness amenities are appreciated by the employees. Based on research of the employee wellbeing facilities offered by the IT sector, it is evident that the corporations are particularly interested in promoting all of the welfare services they offer.

The study on Strategic Approaches to Human Resources Management Practice was completed by Dr. Valeri Dermal and Anna Rakowski in 2014. They highlighted the protection that society provides through effective organisation, against specific hazards to which its members are vulnerable. These dangers are simply events from which the person with little resources cannot shield himself. Injuries sustained on the job, illnesses, invalidism or disability, industrial diseases, pregnancy, old age, burial, widowhood, orphan hood, and unemployment are some of these contingencies. Perhaps this is why social security is sometimes referred to as acquiring an income to replace earnings when they are lost due to unemployment, illness, or accidents, providing for retirement, and covering special costs associated with birth, death, or marriage. In order to minimize the disruption of earning, social security is designed to offer an income up to a minimal level as well as medical care. Social Security coverage is dynamic, according to the author. Even though social security programmes differ from country to country, they all share the following three major characteristics: they are legally required; they offer some form of cash payment to people to make up for at least some of the lost income caused by events like unemployment, maternity, work injury, invalidism, sickness, old age, and death; and the benefits or services are offered in one of three main ways: social insurance, social assistance, or public services.

In his Ph. D. research thesis, Rathod (2014) concluded that the idea of labour welfare is based on human values and that each employee has a right to work in a safe environment free from threats to his health and for pay that are fair. The effects of labour welfare initiatives on the labour force and every aspect of the human resource are profound in industrialized societies. The welfare and safety measures offered by the business will have an immediate effect on the employee's health, physical and mental efficiency, alertness, morel, and overall efficiency, and will thus contribute to the higher production. Employee productivity will rise if care is given to their wellbeing. Employee satisfaction will result from this.

Ravindra K. B. (2014): Public sector, private sector, and multinational corporations all place a high value on labour welfare and social security. Any country's industrial development is heavily reliant on its labour force being happy. The labour welfare programmes may be viewed as a prudent investment that increases employee happiness in an organization and sets the path for the accomplishment of

organisational objectives. It is true that you may buy a man's time and physical presence at a certain location, but you cannot buy his zeal, initiative, or loyalty. In comparison to industrially developed nations, India has extremely few and limited labour welfare and social security policies. Only the organized sector workforce, which makes up only about 16% of India's labour force, receives labour welfare and social security. For India's unorganized sector workforce, which is currently 84% strong, the government has launched numerous initiatives. Despite all these attempts, it has been reported that the benefits are only being felt by a very small and insignificant fraction of India's labour in the unorganized sector. In order to ensure that the nearly 84% of the workforce in India's unorganized sector works and lives in dignity, a massive programme involving all interested parties, including the government, employers, employees, and workers, trade unions, self-help groups, NGO's, micro finance institutions, voluntary and social organizations, etc., is necessary.

Money, Material, Machinery, Mission, and Manpower are among the five crucial production factors, according to Dubey's (2015) Human Resource Management book. The most significant and crucial component of manufacturing is men, or manpower. All resources circle around the human resource or manpower because it is the hub of all resources. According to the researcher, an organization's total success depends on its human resources. Without a man, all other components are still inactive. As a result, it is believed that human resources are the most crucial and significant component in producing the utilitarian goods and services that the society requires.

In 2016, B. R. Manas a and C.N. Krishna Naik: found that cement factories offer their staff a range of benefits in accordance with local and national laws. For employees to be happy with the employee welfare facilities, the management must offer both permanent and temporary workers high-quality facilities. Along with raising productivity, quality, and quantity are also raised. Therefore, it is essential to include provisions for enhancing the welfare system so that workers would be content and their productivity will rise. It causes the organization's goods and profitability to improve in a positive way. In the end, it is possible to draw the conclusion that the employee welfare facilities offered by the company to employees are satisfactory and noteworthy, but there is still room for improvement, so that productivity, effectiveness, and efficiency can be improved to achieve the organisational goals.

G. D. Chaudhari (2017) the researcher concluded in his research thesis that "Happy employees give happy results" and "Employees are the most significant and important resource of every organization in the shape of its employees." Since qualified employees are an organization's greatest asset and a solid recruiting policy aid in finding qualified applicants who will help the organization accomplish its goals and objectives, recruitment policies are crucial for all firms. Fringe benefits are monetary and non-monetary perks provided to employees both during and after their employment. Instead of the income or compensation, workers anticipate some perks to be standard. The term "fringe benefits" includes bonuses, social security benefits, and retirement benefits including gratuities, pensions, and cooperative credit. Heli Shah, Archana Gohil, and Arpit Patel (2017)²⁹ In his study, the author found that maintaining a positive relationship between human resources and other stakeholders is crucial for any industry. The peace of employees in the workplace is maintained by industrial relations. Therefore, it is necessary to provide proper welfare policies and social security in order to preserve labour relations at the workplace. Social Security and employee benefits are crucial in enticing people to work. The

Employee Welfare Plan is divided into two categories: Statutory Welfare Plan and Non-Statutory Welfare Plan. In light of this, the researcher focuses on social security and labour welfare policies.

Arpit Patel, Archana Gohil and Heli Shah (2017), Authors have the purpose of the study was to determine the level of employee satisfaction with all social security and welfare programmes in a particular Ahmadabad engineering unit, as well as the employee's access to these programmes. Maintaining relationships among employees is essential for effective productivity, human welfare, and the development of the industrial sector. In the current environment, maintaining industrial relationships among an organization's stakeholders is necessary for success in the market. To ensure harmony between employees and employers, numerous social security and welfare measures must be taken. Humans are now viewed as investments rather than expenses, and as a result, the investment made in people will bring value to the development of industry. Authors mentioned that Any industry treats its human resources as a key component, and good communication between them is essential. Industrial relations contribute to preserving peace among workers in an industry. Therefore, it is necessary to offer sufficient social security and welfare programmes in order to preserve labour relations at the workplace. Social Security and employee welfare are important factors in keeping people motivated to work. The employee welfare programme is divided into two types: statutory and non-statutory welfare programmes. The researcher concentrates on social security and labour welfare policies in light of this fact. More focus on employee welfare should be placed, according to the authors, and it should be done consistently. This will inspire workers and strengthen their commitment to their jobs, which will enable the industrial sector to expand. Studies have established that there is no meaningful association between an employee's degree of satisfaction with welfare measures and their age or level of classification.

In 2018, G. Sai Anil Kumar and K. Anil Kumar, the study on labor welfare policies and the degree to which SCCL employees are satisfied with them seems to be successful. The management must offer greater safety and welfare measures so that the employees are happy. The productivity of the company can be increased by increasing employee satisfaction. Conclusion: There is room to improve the amenities for the workforce. D.S.B. Bharathi and Padmaja, R., (2018), the research team concludes that the employee welfare programmes offered to LIC employees are both sufficient and successful after carefully examining the entire issue. The researcher came to this conclusion after carefully examining all of the ways in which employee welfare programmes contribute to job happiness, which in turn promotes employee engagement. The LIC employees are generating in accordance with the needs of the organization and its mission statement thanks to their high levels of engagement. The most crucial finding is that all LIC employees are highly committed to productivity and feel closely connected to the company's goals.

Chatterjee, Subhashish et al., (2018)- Most respondents are happy with the welfare facilities overall. Based on an analysis of welfare programmes including illumination, sanitation, lighting, and working conditions. The employee's performance is positively impacted by the additional perks, such as flexible scheduling, cafeteria, changing rooms, health insurance, provident fund plans, and insurance for the future.

Singh, Sushil Kumar & Maurya, Richa (2019)- the majority of Social Security discussions centre on a person's financial situation. Every employee desire a reliable source of income after retirement so they may support not just themselves but also their families. According to this poll, the majority of respondents believe that NPS cannot provide 100% social security. The majority of respondents claimed that NPS is riskier than other Indian pension plans of its kind. They also believe that the government should guarantee a certain amount of pension. The majority of respondents prefer to invest in the previous pension plan over NPS.

Ambika, T. (2020) - The researcher concluded that many respondents agreed that the organization's drinking water facilities, canteen facilities, lighting and ventilation facilities, and other welfare facilities are all good. 76% of the respondents said that their daily work will not be impacted by noise pollution. According to 48% of the respondents, our company does not have a first aid centre. According to the study, labour welfare has developed into a complex and divisive topic in modern times. In most organizations, employees demand the maximum level of welfare amenities with the least amount of responsibility, and organizations aim to increase productivity with fewer welfare amenities.

Outcome of the Review:

Different factors were identified that dealt with how employee interest in industrial sector has been protected by employers under government's provision of welfare and social security:

Dependent variables: e.g., 5-point scale from "strongly agree" to "strongly disagree" (opinion of employees on security measures and welfare schemes under the categories of intra and extra mural welfare supports to employees).

Independent variables: e.g., Executives and non-Executives groups

The review of scholarly articles has raised some of the research questions as follows:

- 1) What are the employees' welfare and social security schemes running in manufacturing companies in M.P.?
- 2) Are employees in manufacturing companies in M.P, satisfied with those employees' welfare and social security schemes?
- 3) Is there any significant difference between the opinions of executives and non-executives regarding the welfare and social security measures?
- 4) Do the employee welfare and social security schemes increase job satisfaction among the employees?
- 5) Do the employee's welfare and social security schemes are helpful in motivating the employees for better work?
- 6) Do the employee welfare and social security schemes and their adequacy help in controlling employee's absenteeism?

Further gaps in the previous study have been underlined in the geographical context of Madhya Pradesh, which will be attempted by the researcher to answer during the dissertation of Ph.D.:

From the reviews it is found that though studies on Labour Welfare and Social securities are available at different sectors but no combined studies are available Madhya Pradesh, Considering it as a research gap, the researcher take up this study entitled “An Evaluation of Employee Welfare Works and Social Security Measures in Selected manufacturing Organizations of MP”. The research and dissertation have been done in reference to Pharma Industry and Food & Beverages Industry in Madhya Pradesh. Manufacturing companies have been selected based on their available ratings against 5- point scale (rating by revenue & employee experience).

It may be concluded that social security arrangements have a relatively long history in India. A historical overview of labour law in India reveals the fact that social security is not an unknown concept in India. It existed like part of a family or a religious institution. The development of industrial jurisprudence also influenced India and thus the modern approach to social security was slowly transferred to India. It was a gradual growth from the original period and then a period of conscious planning. Before independence, the then existing social security law applied only to certain groups of workers. Although the framers of the Indian constitution made an important provision related to labour social security in the drafting of the constitution after independence, social security in India was a relatively neglected area both from the perspective of science and politics. Two or three decades after independence, India's Five-Year Plan documents did not address this area until almost the Ninth Plan.

They were silent on social security planning and did not even understand the prevailing systems. There has been a shift in the debate on social security in India over the last few decades. Despite literally hundreds of welfare programs for the poor, India's welfare state is marked by the absence of poverty.

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