



ANALYSIS OF LABOUR WELFARE MEASURES AND ITS IMPACT ON JOB SATISFACTION: AN EMPIRICAL STUDY ON MAYURHANJ DISTRICT OF ODISHA

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ABSTRACT

The aim of this research is to examine the impact of labour welfare measures with different dimensions of work provision requirement on job satisfaction. This study observed to know that Labour welfare measures play a significant role in influencing the level of job satisfaction of employees and help the employers in indifferent ways. So certain amount of investment for the success and the progress of the organizations or the construction sites and somehow for the society. Three hundred building construction workers are participated in the cross-sectional survey, which used a structured questionnaire that they self-administered. The universe of the study includes different construction sites within the Mayurbhanj district of Odisha. After collecting the data, they were coded and analysed by using SPSS. Various statistical tests were applied to test the hypotheses and matching variables. Multiple regression analysis used to show the relationship between different labour welfare measures of OB&OCWWB and their job satisfaction. Results indicated that there is a significant impact of labour welfare measures on job satisfaction.

KEY WORDS: Welfare Measures, Job Satisfaction, Construction Worker, Welfare Board, Construction Sites.

1. INTRODUCTION

In the current rapid changing work environment, the human resource is regarded as the most powerful asset for every organization and construction site. Despite the advancement of technology, the role of workers continue to play an important role in every organisation or workplace. The success of any organization or work environment directly depends on efficient use of human resources. According to social institutions, industrialization level and overall level of social and economic development, the concept of labour welfare is basically dynamic and has been interpreted in different ways for different country from time to time and even in the similar country. The provision of various amenities and facilities within and around the work place for the betterment of employees is known as welfare measures.

Welfare facilities provided by the organisations to their employees in an effort to maintain the motivation levels high. Welfare measures boost the employee's productivity. The various welfare measures offered by the employer will immediately effect on the confidence, health, physical and mental productivity alertness, and overall health, all of which will lead to increased production. The International Labour Organisation (ILO) report states to labour welfare as, "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 provided with amenities conducive to good health and high morale." (Chaubey, & Rawat, 2016). This welfare may take any form or amount, not just money. The welfare of workers comprises keeping a close watch on working conditions, promoting cooperation between employers through the development of a health infrastructure, industrial relations, and insurance for workers' families against illness, accidents, and unemployment. The concept of labour welfare is elastic and versatile, and it varies greatly depending on places, times, industries, countries, social norms and values, the level of industrialization, the general social economic development of people and political ideologies prevailing at particular moments (Manasa, 2015).

In recent years, the approach of construction workers' welfare measures are recognised by creating a nurturing working environment. Usually, the construction industry has been identified as labour-intensive work, absence of job security, and less care about health and safety of the workers. However, it is observed that expenditure in the welfare of construction workers not only improves their job satisfaction but also gives the productivity and long-term sustainability of the industry. In this study investigates the relationship between welfare measures implementation in the construction sector and its impact on job satisfaction among building construction



workers. By investigating the features such as health and safety protocols, training programs, accommodation facilities, and overall working conditions.

2. LITERATURE REVIEW

Prasad et al. (2011) the study explain that the building and construction industry in India is recognised as highest labour intensive and economic activity after agriculture. This industry is demanded both skilled and semi-skilled labour force. The main focus of the study were determine how commonly known welfare programmes are how far along with the programmes are implemented and where obstacles may be encounter. By using validated questionnaire, the data was collected from 189 respondents and examined by using statistical software to assess awareness and challenges of the schemes. The chi-square test and a comparative research have been used to verify the inferences of the analysis. The outcome of the study shows that 92.5% of the workers have been denied access to welfare benefits. Only 24% participants were aware about the welfare measures.

Das et al. (2012) the concept of "social security" describes a person's safety in all spheres of their existence, such as their house, place of employment, and neighbourhood. With the aid of Social Security, a programme created to cover both regular expenses and unanticipated events, a decent standard of life may be maintained. It is a fundamental human right, not a gift. However, women have the least access to benefits in the unorganised economy. The purpose of this study is to assess how well women in Odisha's informal sector are shielded from monetary distress. With an eye on the study's objectives, a representative sample was polled in the districts of Keonjhar, Mayurbhanj, and Cuttack. A systematic questionnaire about the social security programmes offered by the Government of Odisha was presented to 100 randomly selected women from each district. For the wellbeing of its residents, Odisha has established three programmes: the Madhu Babu Pension Yojana (MPY), the National Family Benefit Scheme (NFBS), and the Old Age Pension Programme (NOAP). However, they are excluded from the various social security programmes that are common in the field of organised enterprise.

Mishra (2017) this study states that in India over 93% of all workers are employed in the unorganised sector. Job insecurity and workplace hazards are two significant issues that India's unorganised sector employees are faced daily. The objectives of the paper are to talk about the term informal economy and the condition of workers in unorganised sector and government initiatives for worker's welfare. The observations show that government's efforts to cope with the situation and the state of employee in the informal sector have been declining. Further the paper studied the key initiatives of the government of India in the unorganised worker's social security act 2008.

Ulle et al. (2018) this study explain the labour welfare measures at Go Go International Private Limited and evaluate the relationship between labour welfare measures and employee satisfaction. The majority of welfare facilities deal with sanitation and hygiene which does not create dissatisfaction among professional to provide welfare measures. The term of labour welfare programme include the protection advancement and also refers to provide improved working conditions such as good lighting, warm control, cleanliness, toilet, drinking water facilities and safety initiatives. The study based on descriptive statistics.

Ananda and Siddegowda (2020) in their present study identified the labour welfare measures used in the building construction sector. The cross sectional research has been used in this study. On basis of primary data, the interview schedule was done to acquire the data. The researcher has computed factor analysis using the data they have collected. The study found that toilet accommodation received the highest rating while drinking water received the lowest rating. The welfare measures programme's factors were subjected to a principal component analysis (PCA) which shows that the factors had demonstrated their intuition for many components.

3. STATEMENT OF THE PROBLEM

The construction sector in spite being a largest sector providing employment opportunities lacks the implementation of laws in wage distribution, conducive work environment, conveyances etc. Nearly 90% of the workers are unorganized and do not have the idea of laws that exist in favour of them since most of them are illiterates and uneducated. Many of them don't get registered under any welfare board that is made available for them. The welfare fund that is collected from the builders and contractors as cess which is not fully utilized.

At present study many of the construction workers are not registered under any welfare boards and so are not the beneficiaries of the welfare fund extended towards protection of labourers. The secondary data collected from Odisha Building and Other Construction Workers Welfare Board and welfare fund reveals that utilization of funds in construction sector would surely help them. But unfortunately most of the construction workers don't get registered and the welfare fund is also not efficiently utilized. Further, the empirical study on these factors are rarely made. The present study confines itself to the registration of construction workers under Odisha Construction Workers Welfare Board and the benefits extended under the board towards these workers. The



Welfare Fund and its utilization are also considered. The construction workers only within Mayurbhanj District of Odisha are selected for the study.

4. OBJECTIVE

The present research work has been taken up with the following objective;

- To study the impact of different labour welfare measures of OB&OCWWB on job satisfaction of construction workers in Mayurbhanj District of Odisha.

5. HYPOTHESES

H₀: The different welfare measures have no significant impact on construction worker's job satisfaction.

6. RESEARCH METHODOLOGY

The present study is a descriptive study based on primary as well as secondary data. To reach the specified objective, and verify the hypothesis, a survey of 300 construction workers were conveniently selected from various construction sites in Mayurbhanj Districts. The secondary data were collected through several books, magazines, research journals and other related academic and other sources. A planned questionnaire was created that covered different aspects of labour welfare measures and how workers perception felt on its outcomes. The questionnaires comprised of two sections. The first section which emphasizes on the demographic facts of the subjects includes age, gender, educational qualification, tenure of job, type of work, living house, etc. are measured on a nominal scale. The subsequent section contains questions based on sources of employment, income level, expenditure, borrowings, savings, motivational factor of choosing construction work, different benefits received by the workers and their job satisfaction. After gathering information the factors that led to their involvement in construction work, and the issues they encountered, 300 construction employees from the chosen areas were interviewed. After collection of data it was revised, coded, put into SPSS software. Data was processed using SPSS 20 software and then thoroughly arranged, tabulated and proper analysis was carried out some of the statistical techniques and tools like percentage, multiple regression analysis and ANOVA test was carried out to check the significance of relationship among the variables under consideration.

7. ODISHA BUILDING AND OTHER CONSTRUCTION WORKERS WELFARE BOARD

The Construction Workers Welfare Board was established by the Government of India under Regulation of Employment and Conditions of Service Act, 1996. The central objective of the board is to control the employment and working conditions of building and other construction workers and to provide for their safety, health and welfare measure and for other matter connected therewith. The Odisha Building & Other Construction Workers' Welfare Board has been established on 03.01.2004 under section 18 of the Building & Other Construction Workers (RE&CS) Act, 1996 to manage its Fund and funding benefits to the beneficiaries registered under it. It has been last reconstituted on dated 17-12-2014. The Govt. of Odisha in Labour & ESI Department vide Resolution No. 12653 dated. 15.12.2008 has directed that a 1% cess will be collected on the building costs incurred by an employer or constructor. The cess collected has been deposited in the fund of Odisha Building & Other Construction Workers' Welfare Board for welfare of the registered building workers.

7.1 THE BENEFITS UNDER THE WELFARE BOARD

Building and other construction workers' employment and working conditions are governed by the welfare measures of OB&OCWWB, which also address other issues related to or coincidental to these regulations and protect their safety, health, and welfare. The Board has governed its own fund in form of the Odisha Building and Other Construction Workers' Welfare Fund under rule 263 of the Orissa Building and Other Construction Workers' (RE & CS) Rules, 2002. The following table-1 shows some of the benefits provided by welfare board to the beneficiaries.

Table-1 Benefits under Welfare Board

Sl. No.	Name Of the Benefits	Legislation	Amount of Benefits
1	Death Benefits	Section 22 (1) (h) of Rule 271	Normal Death- Rs. 1,00,000
			Accidental Death- Rs. 2,00,000
2	Funeral Assistance	Section 22 (1) (h) of rule no. 278 A	Rs. 5,000
3	Educational Assistance	Section 22 (1) (h) of rule no. 278(A)	For Class 11th/12th- Rs. 5,000/- per annum
			For Classes of B.A./ B.Sc./ B.Com./PG Studies- Rs. 7,000/-
			For ITI- Rs. 7,000/- per annum



			For Diploma/ Polytechnic- Rs.10,000/- per annum
			For other Higher Studies- Rs.40,000/- per annum
4	Assistance in Case Of Accident	Section 22(1) (a) of Rule No. 270	Permanent total disability due to accident- Rs. 1,50,000/-
			Loss of one limb/ eye- Rs. 80,000/-
			Permanent disability without loss of two limbs/ eyes- Rs. 40,000/-
5	Reimbursement of Medical Expenses for Treatment of Major Ailments	Section 22 (1) (f) of Rule No. 276	Rs 3,000,00/-
6	Marriage Assistance	Section 22 (1) (h) of Rule No. 278 (B)	Rs. 50,000/-
7	Maternity Benefit	Section 22(1)(g) of Rule No. 277	Rs. 10,000/-
8	Assistance for Purchase of Working Tools and Safety Equipment	Section 22 (1) (h) of Rule No. 278 (2)	Working Tools- Rs. 4,000/-
			Safety Equipments-Rs. 1000/-
9	Assistance for Purchase of Bi- Cycles	Section 22 (1) (h) of Rule No. 278 (3)	Rs. 4,000/-
10	Financial Assistance for Skill Up- Gradation	Section 22 (1) (h) of Rule No. 278 (1)	Rs. 2,000/- per month towards stipend for training (maximum for six months)
11	Nirman Shramik Pucca Ghar Yojana in Rural Areas	Resolution No. 9626 dated 07.11.2015	IAP District- Rs. 1.30 lakhs and Non- IAP District- Rs. 1.20 lakhs

Sources: Labour & ESI Department, Odisha

a. DEMOGRAPHIC CHARACTERISTICS OF CONSTRUCTION WORKERS:

The analysis presented in the table-2 reveals that sample is dominated by the young respondents ranging in the age group of 46-60 years as it contributes 64.67 percent in the sample. Majority of the respondent are male and ST category. In the sample 49% of the respondents are illiterate and most of the respondents have 3 to 5 family members (51%) in their family. Most of the respondents are unskilled (71%) workers and most of them are lived in tiled (43%) and thatched (34.67%) houses. It has been found that majority of the employees (59%) are worked 8 hours in a day; associated with the construction works (30%) from 7 to 9 years. Study also reveals that there are 57.33% workers are registered under Odisha Building & Other Construction Worker’s Welfare Board. This registration entitles them to various welfare benefits for themselves and their families.

Table-2 Demographic Statistics of the Construction Workers

Variables	Category	Frequency	Percent	Variables	Category	Frequency	Percent
Gender	Male	186	62.00%	Ownership of the House	Owned	229	76.33
	Female	114	38.00%		Leased	67	22.33
Age	18-30	40	13.33%		Rented	4	1.34
	31-45	66	22%	Tenure of job	Permanent	98	33%
	46-60	194	64.67%		Temporary	115	38%
General	0		Occasional		87	29%	
Caste	OBC	20	6.67%	Duration of Working Hours	Less than 8 hours	23	8%
	SC	42	14%		8 hours	177	59%
	ST	238	79.33%		More than 8 hours	100	33%



Educational Qualification	Illiterate	147	49%	Earning member	One	81	27
	Primary	97	32%		Two	177	59
	Middle School	50	17%		Three	30	10
	Secondary	6	2%		Four	11	3.67
Family Size	Below 3	12	4%		More than Four	1	0.33
	3 to 5	152	51%	Registration as a construction	Yes	172	57.33%
	5 and above	136	45%		No	128	42.67%
Type of Work	Unskilled	213	71%	Year of experience	Less than 5 years	87	29.00%
	Skilled	87	29%		5 to 7 years	45	15.00%
Type of Living House	Concrete	64	21.33%		7 to 9 years	90	30.00%
	Tiled	129	43%		9 years and above	78	26.00%
	Thatched	104	34.67%				
	Reinforced	3	1%				

Sources: Primary Data

b. DIFFERENT BENEFITS RECEIVED BY RESPONDENTS:

In any organisation or construction site, Construction worker welfare measures are initiated by the organisation with the purpose to increase their job satisfaction, improve their motivation and assurance toward organisation. In this present study out of 300 respondents, 172 respondents are registered construction workers under OB&OCWWB. The registered construction workers have get a labour card and ensure the job security and health security from the government or from the welfare board.

Table-3 Different Benefits Received by Construction Workers

Name of Benefits	No. of Benefits	Percentage of Beneficiary
Death Relief	56	18.66
Funeral Assistance	26	8.66
Assistance for Purchase of Safety Equipment	81	27
Financial Assistance For Children Education	46	15.33
Maternity Benefits	22	7.33
Marriage Benefits	58	19.33
Assistance for Purchase of working Tools	70	23.33
Assistance for Purchase of Bicycle	149	49.66
RPL & Skill Development Training	10	3.33

Sources: Primary Data

The information presented in the above table-3 shown that out of 172 respondents, 149 (49.66%) workers are received assistance for purchase of bicycle from Odisha labour welfare board. This assistance is highest from all of the benefits received by the workers. After bicycle assistance, second highest assistance is assistance for purchase of safety equipment which is 27%. After that, assistance for purchase of working tools is 23.33%, marriage benefit- 19.33%, death benefit- 18.66%. 15.33% of respondents get assistance for their children education which is briefly discussed in table-1. Similarly in funeral assistance, maternity benefit and RPL& skill development training 8.66%, 7.33% and 3.33% respondents get benefits respectively.

c. REGRESSION ANALYSIS

This regression analysis was carried out to express the labour welfare measures in generating the job satisfaction of the construction workers. In this study the multiple regression analyses was used to assess the impact of different welfare measures on the job satisfaction of the employees.



Table-4 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.923 ^a	.852	.848	.194	1.841

a. Predictors: (Constant), Recognition of prior Learning and skill development training, Maternity Benefits, Marriage Benefits, Financial Assistance for children education, Assistance For Purchase of Safety Equipment, Death Benefit, Funeral Assistance, Assistance for purchase of working tools, Assistance for purchase of Bicycle
 b. Dependent Variable: Job Satisfaction

The table-4 shows the model summary and overall fit statistics. In which R denotes the correlation between observed and predicted values of the dependent variable. The value of R ranges from -1 and 1. Small values indicate that the model does not fit the data well. In this case, R = .923 which is good fit of the model. We find that the adjusted R² of the model is 0.848 with the R² = .852 that means that the multiple regression explains 85.2 percent of the variance in the data.

Table-5 ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	62.799	9	6.978	186.198	.000 ^b
1 Residual	10.868	290	.037		
Total	73.667	299			

a. Dependent Variable: Job Satisfaction
 b. Predictors: (Constant), Recognition of prior Learning and skill development training, Maternity Benefits, Marriage Benefits, Financial Assistance for children education, Assistance For Purchase of Safety Equipment, Death Benefit, Funeral Assistance, Assistance for purchase of working tools, Assistance for purchase of Bicycle

The above table-5 shows the F-test .The F-test statistic is the regression mean square divided by the residual mean square. An F-test in multiple regression compares the fits of different linear models. The P value for the F-test of overall significance test is less than the significance level, the null-hypothesis can be rejected. The dependent variable job satisfaction was regresses on predicting variable of - recognition of prior Learning and skill development training, Maternity Benefits, Marriage Benefits, Financial Assistance for children education, Assistance For Purchase of Safety Equipment, Death Benefit, Funeral Assistance, Assistance for purchase of working tools, Assistance for purchase of Bicycle. The independent variables significantly predict the job satisfaction of the respondents, F (9,290) = 186.198, P< 0.001 which indicates that factors under study have a significant impact on job satisfaction of the respondents.

Table-5 Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.079	.016		4.810	.000
	Death Benefit	.315	.031	.247	10.067	.000
	Funeral Assistance	.117	.042	.066	2.766	.006
	Assistance For Purchase of Safety Equipment	.253	.031	.226	8.273	.000
	Financial Assistance for children education	.189	.034	.137	5.606	.000



Maternity Benefits	.029	.045	.015	.646	.519
Marriage Benefits	.153	.031	.122	4.945	.000
Assistance for purchase of working tools	.177	.029	.151	6.022	.000
Assistance for purchase of Bicycle	.494	.034	.499	14.737	.000
Recognition of prior Learning and skill development training	.110	.063	.040	1.738	.083

a. Dependent Variable: Job Satisfaction

In the above table, the analysis shows that Death Benefit had a positive effect on job satisfaction of ($\beta = 0.247$, $t = 10.067$, $p < 0.001$). It means those workers who avail the death benefit, will increase 24.7% of their job satisfaction and shows 1% level of significance. It shows that there is a positive impact on dependent and independent variable. Similarly the other benefits like, Funeral Assistance, Assistance For Purchase of Safety Equipment, Financial Assistance for children education, Marriage Benefits, Assistance for purchase of working tools, and Assistance for purchase of Bicycle are significant at 1% level; but increase in percentage of job satisfaction is different for different welfare measures. The analysis shows that Funeral assistance had a positive effect on job satisfaction ($\beta = 0.066$, $t = 2.766$, $p = 0.006$). It shows that when the registered workers get funeral assistance then job satisfaction of the workers increased by 6.6 %, for Purchase of Safety Equipment- 22.6%, for Assistance for children education- 13.7%, for Marriage Benefits- 12.2%, for purchase of working tools- 15.1%; and for purchase of bicycle- 49.9%. From the coefficient table it shows that assistance for purchase of bicycle has more impact on job satisfaction on the respondents. In case of Recognition of prior Learning and skill development training the significance level is 10% ($\beta = 0.040$, $t = 1.738$, $p = 0.083$). Under this benefit only 10 respondents avail this training according to table-3 and for which 4% increase in job satisfaction. In case of maternity benefit ($\beta = 0.015$, $t = 0.646$, $p = 0.519$) there is no significance between dependent and independent variables.

From the above multiple regression analysis it is shown that maximum independent variables of different benefits have positive impact on dependent variable. So in this case the null hypothesis is rejected and the alternative hypothesis is accepted. Assistance for purchase of bicycle, is the predictor variable which has the highest number of beneficiary in the study area avail 49.66%.

CONCLUSION

According to the results of multiple regression analysis, it was found that welfare facilities positively related with job satisfaction of the construction workers. The findings of this research study shall be very important on the theoretical as well as practical scenario. The findings of the study are important to improve job satisfaction of the construction workers in the construction sites. The apparent output of labour welfare measures are as follows: Sustainable livelihood, Improves physical & mental health, Improves standard of living, Increases Commitment towards work, Increases work motivation, Healthiness and security measures, Economic independence, Educational improvement of children. Majority of respondents believed that welfare facilities implementation increase motivation and productivity. Accordingly to this study welfare facilities positively correlated with job satisfaction of the employees. Future studies could discover other critical work provision necessity dimensions about construction sector. Moreover, upcoming research could examine the influence of workers satisfaction on promotion and growth of the construction sector.

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