

A study about the gender-wise satisfaction of welfare measures in some enterprises in Kerala

■ M.B. GOPALAKRISHNAN

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ABSTRACT

Labour welfare includes provision of various facilities and amenities in and around the work place for the better life of the workers. The logic behind providing welfare facilities is to create efficient, healthy, loyal and satisfied labour force for the organization and for the nation as well. Conventionally, male and female are required to perform different duties at home. But as employees in industrial organizations, male and female are supposed to perform their duties irrespective of their gender. In this paper, various welfare measures introduced in the study units were analysed on the basis of the data collected from the male and female employees of these units. Items such as facilities of medical, health and safety, housing, recreation and education were considered for the analysis. The paper concluded that the overall satisfaction about welfare measures provided by different enterprises was not the same for male and female employees of those organizations.

KEY WORDS : Welfare measures, Gender, Job satisfaction

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Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. Labour welfare includes provision of various facilities and amenities in and around the work place for the better life of the workers. Expenditure on labour welfare is a profitable investment in the long-run as it motivates the workers for higher productivity. The logic behind providing welfare facilities is to create efficient, healthy, loyal and satisfied labour force for the organization and for the nation as well.

The ILO at its Asian Regional Conference (1950) defined 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 to provide them with amenities conducive to good health and high morale (Anonymous, 1950).

Gender difference in enterprises:

Conventionally, male and female are required to perform different duties at home. So, their economic needs and spending habits also differ. But as employees in industrial organizations, male and female are supposed to perform their duties irrespective of their gender. They must be given equal treatment and remuneration.

The Equal Remuneration Act, 1967 provides for payment of equal remuneration to men and women workers performing the same work or work of similar nature *i.e.*, work requiring similar or the same skill, effort and responsibility when performed under similar working conditions and also prohibits any discrimination in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.

Though as per Indian Constitution, there should be equal pay for equal work for both men and women. It was found during the survey that many of the private sector organizations were not following this in the lower level blue collar jobs.

While examining the female workers marginalization in

AUTHOR FOR CORRESPONDENCE

M.B. GOPALAKRISHNAN, P.G. Department of Commerce, Mar Thoma College, Chungathara, MALAPPURAM (KERALA) INDIA