

# A Study on Welfare Measures for Women Employees at Manufacturing Industry

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## Abstract

*The participation of women in the workforce has witnessed a remarkable surge in recent decades, driven by societal shifts, economic necessities, and the pursuit of gender equality. However, despite significant progress, women employees continue to face unique challenges and obstacles that hinder their professional growth and wellbeing. This research study aims to investigate the welfare measures specifically designed for women employees and their effectiveness in creating an inclusive and supportive work environment. The study's primary objective is to assess the current state of welfare measures for women employees across various sectors and industries. It explores the types of initiatives implemented by organizations, such as maternity leave policies, childcare facilities, flexible work arrangements, and programs promoting career advancement and leadership development for women. Furthermore, the study examines the extent to which these measures align with relevant legal and regulatory frameworks, as well as industry best practices. This quantitative data provides valuable insights into the awareness, utilization, and perceived effectiveness of existing welfare measures. The findings of this study have significant implications for policymakers, human resource professionals, and organizational leaders, as it sheds light on the critical importance of tailored welfare measures in attracting, retaining, and nurturing a diverse and talented pool of women employees.*

**Keywords:** Women Welfare Measures, Gender Discrimination, Policies Implementation, Child Care, Employee Workspace Environment

## Introduction

The rise of women's participation in the workforce has been a significant and transformative development in recent decades. As more women pursue professional careers and contribute to the global economy, it has become imperative for organizations to prioritize their well-being and provide a supportive work environment. However, the challenges faced by women employees, such as balanced work life responsibilities, navigating gender biases, and overcoming barriers to career advancement, require targeted interventions and welfare measures. Despite increasing awareness and efforts to promote gender equality in workplace, many women,

employees still encounter obstacles that hinder their professional growth and overall well-being. These challenges can range from inadequate maternity leave policies and lack of childcare support to limited opportunities for career development and leadership roles. Failure to address these issues not only impacts individual women employees but also has broader implications for organizational productivity, employee retention, and overall workforce diversity and inclusion. In recognition of these challenges, organizations worldwide have implemented various welfare measures aimed at supporting and empowering women employees. These measures encompass a wide range of initiatives, including flexible work arrangements, mentorship programs, leadership development opportunities, and policies related to maternity leave, childcare, and workplace safety. However, the effectiveness and impact of these measures remain subject to ongoing evaluation and scrutiny. This research study aims to contribute to the understanding of welfare measures for women employees by conducting a comprehensive analysis of existing practices and their perceived effectiveness from the perspective of women employees themselves. By examining the lived experiences, perceptions, and aspirations of women across various sectors and industries, the study seeks to identify gaps, challenges, and best practices in the design and implementation of welfare measures. The findings of this research have significant implications for organizations, policymakers, and stakeholders committed to promoting gender equality and creating inclusive work environments. By fostering a deeper understanding of the specific needs and challenges faced by women employees, this study can inform the development of more effective and tailored welfare measures, ultimately contributing to the empowerment and well-being of women in the workforce. Through a rigorous and multifaceted approach, this research endeavors to shed light on the current state of welfare measures for women employees, highlighting areas for improvement and offering actionable insights for organizations striving to create a more equitable and supportive work environment.

## **Review of Literature**

K. Majini Jes Bella (2022). Implementing welfare measures for women in the manufacturing industry is vital for creating a safe and supportive work environment. They emphasize the importance of measures like work-life balance support, addressing maternity needs, preventing sexual harassment, offering training opportunities, grievance redressal mechanisms.

Aitken et al., (2015); Andersen et al., (2018). Adequate maternity leave provisions have been found to support women's transition into motherhood, promote better physical and mental health outcomes, and facilitate a smoother return to work.

Bella and K.Majini (2023). The labor welfare measures for women employees have a substantial impact on promoting gender equality, fostering a supportive work environment and benefiting both employees and employers.

Shockley & Allen, 2007; Lott & Chung, 2016. Flexibility options, as like flexible schedules, remotework, or compressed workweeks, which may provide women with greater control over their time and allow them to better manage competing demands.

Ely et al., 2011; Vinnicombe & Singh, 2003. Targeted leadership development programs and training can equip women employees with the necessary skills, confidence, and networks to pursue leadership roles

## **Objectives of the Study**

### **Primary Objectives**

- To study on welfare measures for women employees at Simpson company limited.

## Secondary Objectives

- To identify the problems of gender discrimination in the organization.
- To study the policies implemented by the organization to improve the welfare of women employees.
- To study the programs implemented by the organization to develop the welfare of women employees.

## Challenges Faced by Women Employees in Workspace

Women employees face a myriad of challenges in the workplace, ranging from systemic barriers to cultural biases. One prominent challenge is the struggle to balance professional responsibilities with care giving duties, often compounded by inadequate support for childcare and family needs.

Additionally, women frequently encounter gender discrimination, manifested in unequal pay, limited career advancement opportunities, and pervasive stereotypes. The lack of representation in leadership positions further exacerbates these challenges, as women often confront implicit biases and systemic barriers hindering their progression. Moreover, issues such as workplace harassment and gender-based microaggressions contribute to a hostile work environment, undermining women's confidence and well-being. Addressing these challenges requires comprehensive strategies, including implementing supportive policies, fostering inclusive cultures, and challenging societal norms that perpetuate gender inequality in the workplace.

Also women employees encounter various challenges in the workspace, reflecting persistent gender disparities and cultural biases. Gender discrimination, whether overt or subtle, undermines women's confidence and contributes to a hostile work environment, manifested through biases in hiring, promotions, and performance evaluations. Balancing work and family responsibilities presents another significant challenge, with women often bearing the burden of care giving duties without adequate support or flexible work arrangements. Moreover, instances of workplace harassment, including sexual harassment and gender-based microaggressions, further compound women's challenges, eroding their sense of safety and well-being.

Addressing these problems requires systemic changes, including implementing policies to ensure pay equity, promoting diversity and inclusion initiatives, supportive measures for worklife balance, and encouraging respectful and equal workspace.

## Welfare Measures Implemented for the Benefit of Women Employees

**Maternity Benefits:** The Maternity Benefit Act, 1961, states that every woman should be allocated with paid maternity leave up to 26 weeks for the birth of a child. This includes 8 weeks of leave before the expected delivery date and 18 weeks of leave after delivery. Additionally, the Act requires employers to provide maternity benefits such as medical bonuses and nursing breaks.

**Childcare Facilities:** The Maternity Benefit Act also requires organizations having nearly or more than 50 employees by providing childcare facilities within a prescribed distance from the workplace. Employers must allow women employees to visit the creche multiple times during the workday to breastfeed their children.

**Workplace Sexual Harassment Prevention:** The Sexual Harassment of Women at Workplace Act, 2013, mandates organizations to establish Internal Complaints Committees (ICC) to address complaints of sexual harassment. Every employer is recommended to provide a safe and secured environment and also conducting awareness programs relating to prevention and redressal.

**Flexible Work Arrangements:** Some organizations offer telecommuting, part-time jobs, to accommodate the diverse needs of women employees. These arrangements help women balance their professional responsibilities with personal commitments and care giving duties.

**Gender Diversity Programs:** Many companies have initiated gender diversity programs aimed at increasing the representation of leadership qualities. These programs often include mentoring, leadership development, and networking opportunities for women employees.

**Health and Wellness Initiatives:** Employers may provide health and wellness benefits tailored to the needs of women, including access to reproductive healthcare services, maternity insurance coverage, and wellness programs promoting physical and mental well-being.

**Financial Inclusion:** Some organizations offer financial literacy programs and initiatives to empower women economically. These may include financial planning workshops, access to microfinance schemes, and initiatives to promote women's entrepreneurship and economic independence.

**Career Development and Training:** Companies may invest in training and development programs specifically designed for women employees to enhance their skills, expand their knowledge base, and facilitate career advancement. Mentorship programs and leadership development initiatives are common components of these welfare measures.

These welfare measures aim to address the various problems experienced by women within the Indian workforce and promote their overall well-being, professional growth, and economic empowerment.

## **Conclusion**

This study highlights the critical importance of implementing comprehensive welfare measures to support and empower women employees. In the face of evolving societal and demographic trends, such as the rising participation of women in the formal workforce and changing family structures, organizations are increasingly recognizing the need to address the unique challenges and needs of their women employees. The findings of this study demonstrate that organizations that invest in a holistic suite of welfare measures, including flexible work arrangements, paid family leave, healthcare and wellness benefits, professional development opportunities, and robust anti-discrimination policies, experience a range of positive outcomes. These include improved job satisfaction and retention among women employees, enhanced work-life balance, increased opportunities for career advancement, and stronger organizational reputation and ability to attract top female talent.

However, the study also reveals the significant challenges and barriers that organizations often face in effectively implementing these welfare measures, such as resistance from middle management, budgetary constraints, and difficulties in measuring the return on investment. Addressing these challenges requires a strategic and collaborative approach, with strong leadership commitment, organizational buy-in, and continuous evaluation and adaptation of the welfare initiatives. By prioritizing the well-being and professional development of women employees, organizations can not only foster a more inclusive and equitable work environment but also contribute to the broader societal goal of achieving gender parity in the workplace. As the global focus on diversity, equity, and inclusion continues to intensify, this study underscores the critical role that comprehensive welfare measures can play in empowering women and driving positive organizational and societal change.

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4. Women, Work, and Politics: The Political Economy of Gender Inequality” by Torben Iversen and Frances McCall Rosenbluth (2021).
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