

A Study on Migrant Laborers Welfare Measures At Kairali Steels And Alloys Pvt Ltd. Kanjikode

Ms.Sreejaya S¹ , Ms.Nimisha K²

¹Dept of Management studies

²Assistant Professor, Dept of Management studies

^{1,2}Jawaharlal College of Engineering and Technology, Ottapalam

Abstract- *This study explores the welfare measures provided to migrant laborers within a company, focusing on their effectiveness and the level of satisfaction among employees. The primary objective is to assess the current welfare provisions and evaluate the extent to which they meet the needs and expectations of migrant workers. Utilizing a comprehensive survey methodology, the research gathered data on various aspects of welfare measures, including health benefits, accommodation, financial support, and social services. The findings indicate a high level of satisfaction among the laborers, suggesting that the company's welfare initiatives are effectively addressing their needs. These results highlight the importance of robust welfare programs in enhancing the well-being and productivity of migrant workers, and offer valuable insights for companies aiming to improve their labor welfare policies.*

Keywords- Labour welfare measures, Migrant laborers, Productivity, Satisfaction

I. INTRODUCTION

The welfare of migrant laborers is not merely a humanitarian concern; it is a fundamental issue of social justice and human rights. These individuals, driven by aspirations for a better life, confront a harsh reality marked by exploitation, discrimination, and limited access to essential services. From the construction sites of bustling cities to the agricultural fields of rural landscapes, migrant laborers endure long hours, hazardous working conditions, and meager wages, all while grappling with the profound upheavals of displacement and cultural adjustment.

The Indian steel industry is a critical component of the country's economy, being the second-largest producer of crude steel globally. With a capacity of over 142 million tons, the industry supports numerous downstream sectors, including construction, automotive, and infrastructure. Major players include Tata Steel, JSW Steel, and Steel Authority of India Limited (SAIL), each contributing significantly to production and innovation. The industry has seen substantial growth driven by urbanization, industrialization, and government

initiatives like "Make in India" and the National Steel Policy. Advanced technologies and modernization efforts are enhancing productivity and efficiency. India is also a significant exporter of steel, leveraging its strategic location and cost advantages. Despite global challenges such as fluctuating raw material prices and trade barriers, the industry continues to expand its footprint. Sustainable practices are becoming a focal point, with increased investment in environmentally friendly processes and renewable energy. The industry's resilience and adaptability have made it a cornerstone of India's manufacturing sector, with a promising future driven by continuous innovation and policy support.

KAIRALI STEELS AND ALLOY PVT LTD at Kanjikode, Palakkad district it was established in the year of 2001. It is the division of the KALLIYATH group of industries. The management consists of shareholders, board of directors, chairman, managing director (MD) and chief executive officers, etc. The management of the company invested in the hands of the board of directors. Kairali steels are steel manufacturing and trading concerns which are responsible for steel through "Thermo Mechanical Treatment the company got on ISO 9000-2001 certificate for producing quality products of Kairali manufacturing steel items mainly store steel. The company has two divisions mainly a melting and re-rolling mill. The capacity of the rolling mill is 100 MT per day and the same day is sold all over India.

In conclusion the study on migrant laborers' welfare measures at Kairali Steels and Alloys has shed light on the existing initiatives and their impact on laborer satisfaction. Through meticulous examination, it was revealed that while commendable efforts have been made to provide welfare measures, there are areas for improvement to ensure enhanced satisfaction and well-being among the labor force. Moving forward, a collaborative approach between management and laborers is essential to identify and implement tailored solutions that address the evolving needs of this vital workforce."

II. REVIEW OF LITERATURE

Alpa Shah, Jens Lerche(2020) focuses on the processes of migrant labor exploitation which are crucial for capitalist growth and the inequalities they generate. Ethnographic research conducted in different sites across India shows how patterns of seasonal labor migration are driven by class relations marked by hierarchies of identity (caste and tribe) and the spatial geopolitics of internal colonialism (region) – differences that are mobilized for accumulation. Labour migration scholarship has mainly explored sites of production. We extend recent social reproduction theory (SRT) and an older literature on labor migration and reproduction to argue that the intimate relationship between production and social reproduction is crucial to the exploitation of migrant labor and that this means we have to place center-stage the analysis of invisible economies of care which take place across spatiotemporally divided households, both in the place of migration and in the home regions of migrants. Furthermore, we develop recent work on SRT and migration to argue that an analysis of kinship (gender over generations, not just gender) is crucial to these invisible economies of care. This analysis is important in showing the machinations of capitalist growth and for political alternatives.

Ali Hajighasemi & Pejvak Oghazi (2020) has explored the economic consequences of migration for the Swedish welfare system. The question of whether the high costs of receiving refugees undermine the sustainability of the universal welfare state has received considerable attention in the political debate. While most studies focus on the fiscal burden of refugee reception and the short-term impacts of migration on welfare arrangements, this article advocates a comprehensive, long-term assessment of the effects of migration flows on public finances. Starting from the priorities of the architects of the welfare system, who designed and expanded social policy, indicators are derived to assess strategic goals and considerations. Reproduction of the workforce by managing its age profile, increasing employment levels and the employability of the surplus workforce, and creating conditions that increase long-term growth in the economy are considered crucial for the sustainability of the system. From a purely utilitarian perspective, migration is considered beneficial to the economy, provided that migrants gain quick entry to, and a high employment rate in, the labor market.

Ali Dehghanpour Farashah, Tomas Blomquist (2020) Migrants play an essential role in economic and societal outcomes of the host society, both as members of the workforce and as citizens. However, integration and finding employment after migration remain critical issues. The purpose of this paper is to employ an evidence-based

quantitative approach to identify migrant workers' most important qualifications from an employer perspective and to explore factors that influence employer perception of migrants.

III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the migrant laborers satisfaction level of labor welfare facilities at KAIRALI STEELS AND ALLOYS PVT LTD.

SECONDARY OBJECTIVES

- To study the welfare facilities existing in the organization
- To make constructive suggestions to improve welfare.
- To study about the opinion of the migrant workers towards the welfare aspects in the organization.

IV. RESEARCH DESIGN

The study was conducted as an attempt to explore the welfare measures of the company. The research is descriptive in design as it includes survey and fact-finding enquiries of different kinds. The purpose of descriptive research is the description of state of affairs, as it exists at present.

SAMPLE SIZE

The random size taken for study was 108. This included permanent as well as temporary labors..

WEIGHTED AVERAGE

FAC TOR S	Highly satisfied	Sati sfie d	Neu tral	Dissa tisfie d	Highly Dissatisfie d
Worki ng hours	24	48	24	12	0

Drinking water facility	23	56	22	7	0
Safety measures	31	52	20	5	0
Canteen facility	22	49	31	6	0
insurance	22	57	25	4	0

W4 = 411/15 = 27.4
 W5 = 412/15 = 27.46

FACTORS	WEIGHTED AVERAGE
Working hours	27.2
Drinking water facility	27.93
Safety measures	28.86
Canteen facility	27.4
Insurance	27.46

These weighted averages reflect the overall satisfaction levels of migrant laborers at Kairali steels through 108 respondents .

Assign weights to each satisfaction level

- Highly satisfied = 5
- Satisfied = 4
- Neutral = 3
- Dissatisfied = 2
- Highly dissatisfied = 1

CHI-SQUARE TEST

Chi square test is applied in statistics to test the goodness of fit to verify the duration of observed data with assumed theoretical distribution.

- O = Observed frequency
- E = Expected frequency
- E = Row total * Column / total Grand total
- Degree of freedom = (R-1) (C-1)
- Level of significance is 5 %
- Chi square (x2) = $\sum (O-E)^2 / E$

X 1	W X 1	X 2	W X 2	X 3	W X 3	X 4	W X 4	X 5	W X 5
24	12 0	23	11 5	31	15 5	22	11 0	22	11 0
48	19 2	56	22 4	52	20 8	49	19 6	57	22 8
24	72	22	66	20	60	31	93	25	66
12	24	7	14	5	10	6	12	4	8
0	0	0	0	0	0	0	0	0	0
	W X 1= 40 8		W X 2= 41 9		W X = 43 3		W X 4= 41 1		W X 5= 41 2

W = (5+4+3+2+1)=15
 W1 = 408/15 = 27.2
 W2 = 419/15 = 27.93
 W3 = 433/15 = 28.86

HYPOTHESIS

Null Hypothesis (HO) - There is no association between age group and canteen facility for the migrant for laborers at KAIRALI STEELS AND ALLOYS .

Alternative Hypothesis (H1) – There is an association between age group and canteen facility for the migrant laborers at KAIRALI STEELS AND ALLOYS.

OBSERVED VALUE

FAC TOR S	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Below 25	6	13	5	2	0	26

25-35	12	25	7	0	0	44
35-45	3	9	17	2	0	31
45 Above	1	2	2	2	0	7
Total	22	49	31	6	0	108

EXPECTED VALUE

Factor s	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
Below 25	5.9	11.8	7.46	1.4	0
25-35	8.96	20	12.6	2.4	0
35-45	6.31	14.06	8.9	1.72	0
45 Above	1.42	3.17	2	0	0

O	E	(O-E) ²	(O-E) ² / E
6	5.9	0.01	0.001
13	11.8	1.44	0.12
5	7.46	6.05	0.8
2	1.4	0.36	0.25
0	0	0	0
12	8.96	9.24	1.03
25	20	25	1.25
7	12.6	31.36	2.4
0	2.4	5.7	2.4
0	0	0	0
3	6.31	10.9	1.7
9	14.06	25.6	1.8

17	8.9	65.6	7.37
2	1.72	0.07	0
0	0	0	0
1	1.42	1.01	0.71
2	3.17	1.36	0.43
2	2	0	0
2	0.4	2.56	6.4
0	0	0	0
		Total	26.66

Level of significance = 5% = 0.05

Degree of freedom = (row -1)(column -1)
 (4-1)(5-1)=12

Chi square value = 26.66

Table value for 12 degree of freedom = 21.03

Hence the calculated value is greater than the table value , hence we accept the alternative hypothesis (H1) .

INTERPRETATION

The critical value for chi-square distribution with 12 degrees of freedom at the 0.05 significance level is 21.03 . Since the calculated chi-square value is 26.66 is greater than the critical value 21.03 , we fail to reject the null hypothesis.

V. CONCLUSION

To conclude, it gives me immense satisfaction to note that the stimulating experiences at the different stages of this project work have considerably enriched my knowledge on research methodologies of project work. Moreover, I have good beneficial interactions with different personalities in and out of the office circles. The lesson learned during the project work has facilitated to build up my confidence level to undertake more advanced project works later.

By analyzing data collected it can be seen that the Migrant laborers of Kairali Tmt are satisfied with the existing welfare measures. So, through this study I reached a conclusion that the welfare measures of Kairali Tmt are impressive and effective. Now but they can improve the

existing programs much more by implementing the recommendation

Let me conclude this with the satisfaction of having done a project well, enjoying each step of it thanking each and everybody, for giving me all the facilities for such a unique experience

REFERENCES

- [1] "Global Migration: Patterns, Processes, and Politics" by Elizabeth Mavroudi and Evangelia Tastsoglou
- [2] "Migration, Citizenship, and Development: Diasporic Membership Policies and Overseas Indians in the United States" by Devesh Kapur
- [3] "The Age of Migration: International Population Movements in the Modern World" by Stephen Castles and Mark J. Miller
- [4] "Migrants and Refugees: Equitable Education for Displaced Populations" edited by Mary Jane Curry and Elizabeth J. Erling
- [5] "Migrant Workers in International Human Rights Law: Their Protection in Countries of Employment" by Ryszard Cholewinski, Paul de Guchteneire, and Antoine Pecoud