


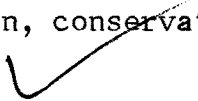
CHAPTER - I

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CHAPTER - I
THEROTICAL BACKGROUND



Welfare is the broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment ecological, economical and social. Labour Welfare includes both the social and economical of Welfare. Social welfare is primarily concerned with the solution of various problems of worker section of society like prevention distitution, poverty etc. It aims at social development by such means as social legislation, social reform, social service, social work, social action etc. The subject of economic welfare is to promote evonomic development, increasing production, and productivity and through equitable distribution. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad Field and comaota a state of well being happines, satisfaction, conservation and development human.



Labour welfare may be viewed as a total concept as a social concept and as a relative concept. The total concept

is a describable state of existence involving the physical, mental, moral, and emotional well being.

These four elements together constitute the structure of welfare on which it is totally based. The social concept of welfare implies the welfare of man, his family and his community. All these concepts are inter-related and work together in a three dimensional approach. The relative concept of welfare implies that welfare is relative in time and place. It is a dynamic and flexible concept and hence its meaning and content differ from time to time region to region, industry to industry and country to country depending upon the value system level of education, social customs degree of industrialization and general standards of the social economic development of the people.

Labour welfare implies the setting up of minimum desirable standards and provision of facilities like health, food, clothing, housing, medical, assistance, education, insurance, job, security, recreation etc. Such facilities enable the worker and his family to lead a good economical and social life.

Important Definitions Given By Various Author & Agencies

The concept of labour welfare is a dynamic concepts & it has been interpreted in different ways from country to country & time to time.

I) Oxford Dictionary Defines :

II) Efforts to make life worth living for worker ".

2. The Royal commission on labour said the term welfare as applied industrial worker in one which must be necessary elastic. According to different social customs, the degree of industrilisation & educational development of worker.

3. Arthus James Todd : ✓

"Anything doing for the comfort & improvement, intellectual & social of the employees over & above the wages paid which is not a necessity of the industry".

4. E.S. Pround : ✓

"Welfare works are voluntary efforts on the part of the employees to improve the existing industrial system & the conditions of employment in their own factories".

5. According to the labour Investigation Committee :

Labour welfare activities includes anything done for the intellectual, physical, moral & economic betterment of the workers, whether the employers, by government of by other agencies, over & above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained."

6. According to N.M. Joshi : ✓

"Welfare work covers all the efforts which employers make for the benefit of their employees over & above the minimum standards of working conditions fixed by the factory act & over & above the provisions of the social legislations providing against accidents, old age, unemployment & sickness.

Principles of Labour Welfare

✓ Labour Welfare is dependent on Certain basic principles, which must be kept in mind and properly followed to achieve a successful implementation of welfare programmes.

1. Principle of Adequacy of wages :

Labour welfare measures cannot be a substitute for wages workers have a right to ask for adequate wages. But high wage rates alone cannot create a healthy atmosphere not bring about a sense of commitment on the part of workers. A combination of social welfare, together would achieve good results.

2. Principles of Social Responsibility of Industry :

Industry according to this principle has an obligation or duty towards its employees to look after their welfare. The constitution of India in its directive principles of state policy also emphasises this aspect of labour welfare.

3. Principles of Efficiency :

Plays an important role in welfare services. This is based on the relationship between welfare & efficiency though it is difficult to measure this relationship. Whether one accepts the social responsibility of industry or not, the employer quite often accepts responsibility for implementing such labour welfare measures as would increase efficiency.

4. Principles of Re - Personalisation :

✓ The development of the human personality is given here as the goal of industrial welfare which according to this principle should counter act the baneful effect of the industrial system. Therefore it is necessary to implement labour welfare services both inside & outside the factory, that is provide intra- mural labour welfare services.

5. Principle of Totality of Welfare :

This emphasises that the concept of labour welfare must spread through out the hierarchy of an organisation employees at all levels must accept this total concept of labour welfare because, without this acceptance,

labour because, without this acceptance, labour welfare programmes will never really get off the ground.

6. Principles of Co-ordination or infegration :

✓ Plays an improtant role in the success of welfare services. Here again, welfare is a total concept. From this angle, a Co-ordination approach will promote a healthy development of the worker in this work, home & community. This is essential for the sake of harmony and continuity in labour welfare services.

7. Principles of accountability :

This can also be called the principle of evaluation. Here one responsible person gives an assessment or evaluation of existing welfare services on a periodical basis to a higher authority. This is very necessary for then one can judge & analyse the sucess of labour welfare programmes. Such scientifically made evaluation is looking in labour welfare services in Indian industries.

8. Principle of Timeliness :

The timeliness of any service helps in its success. To

find out what the labour problem is & to discover what kind of help is necessary in planning labour welfare programme. Timely action in the proper direction is essential in any kind of social work.

9. Principle of Selfhelp :

Last, but not the least is importance, is the fact that labour welfare must aim of helping workers to help themselves in the long run. This helps them to become more responsible & more efficient.

E. Necessity of Labour welfare Activities :

Following points show the necessity of labour welfare.

1. Industrial Peace :

The welfare activities influence the sentiment of workman when the workers feel that an employer & states are interested in their happiness his tendency to grouse and gamble will sturdily disappear. This development of such feeling increase the industrial peace.

2. Proper Thinking :

The various welfare measures such as good housing, canteens & medical facilities etc. Make the workmen to realise that they are also safe. The industry in which they are engaged & so they will think twice before taking any reckless action which may disturb the interest of industry.

3. Real Income of Workman :

The welfare measures such as subsidised canteen facilities free medical & educational facilities increase the real income. This will avoid industrial disputes & strikes.

4. Labour absenteeism & Turnover

The welfare activities will reduce the Labour absenteeism & turnover & create permanent settled labour force by making services more attractive for workmen.

5. Mental Health of Workmen :

The welfare activities will help to make some betterment in mental & moral health of workman which will improve their physique intelligence & standard of living.

6. High Productivity :

The welfare measures always increase the efficiency & productivity of industry. A high standard of efficiency can be expected only from those persons who are physically fit & free from mental worries & who are properly treated, trained, clothed & properly housed.

7. Co-operation :

The labour welfare works to develop a real change of hearts & change in interest taken for the employers of worker. This may provide a proper co-operation for industrial peace.

8. Reducing the cost of Production :

It can be achieved by keeping workman satisfied with the proper working conditions. It will also help to reduce the different types of wastage & total cost of production of a factory.

Classification of Welfare Facilities

The term labour welfare as mentioned above includes various activities relating to the different aspects of working class. In brief these activities may be divided in to following three categories.

1. Statutory welfare facilities :

Statutory welfare refers to those provision of welfare work which are derived from the power of government enacts certain legislations regarding working & living conditions, minimum wage, safety & sanitation. Such statutory provisions are gradually increasing along with industrial development. Every welfare state promotes the welfare of the people by securing & protecting a social order in which justice, social, economic & political conforms, with all the institutions of national life.

2. Voluntary welfare Activities

Voluntary welfare activities includes those activities which are undertaken by the employees for their workmen voluntary. These are primarily oriented to democratic

value system. such welfare activities increase the efficiency of workers, & reduce the change of conflict between employer & employees.

3. Mutual Welfare Activities :

Mutual welfare Activities refer to those activities which are initiated by workers for their betterment in a suitable manner for instance, trade unions undertake certain welfare activities for social & economic betterment of their members. The workers decide to improve their conditions on the basis of their mutual, financial for welfare work.

Labour Welfare in India :

The Indian government started taking interest in the welfare programme since 2nd world war, as they have introduced various scheme of labour welfare in various factories of government engaged in war production. The Government invited services of the reported labour leaders for discussing the government on the important aspect of workmen life.

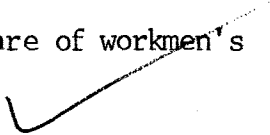
The committee of experts on welfare activities for industrial workers connected by I- L- D (in 1965) divided labour welfare activity into two groups.

A) Welfare Activities within Factory or Establishment :

1. Laterins & urinals
2. Creaches.
3. Washing & Bathing Facilities
4. Drinking water
5. Rest & shelter & canteen.
6. Health service
7. Administrative arrangements within a plant to look after welfare.
8. Uniform & clothing
9. Shifting allowances

B. Welfare Facilities outside Factory :

1. Maternity Benefits
2. Housing Facilities
3. Social insurance pension
4. Benovelent fund, i.e. Welfare fund
5. Provident fund
6. Medical Facilities Including Programme for physical fitness & efficiency.
7. Education Facilities including Adult Education
8. Facilities for different types of holidays & leaves

9. Recreation Facilities including sports, cultural activities, library & reading rooms.
 10. Vocational training for dependents of workmen
 11. Workmen Co-operatives including consumers Co-operation stores, Fair price shops & Co-operation society.
 12. Other programme for welfare of workmen's youth & children
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Number of Labour Welfare Centres in India (source : Indian Labour
Year Book 1972)

Sr.No	Name of the State	No of Centres	Year
1.	Andhra Pradesh	11	1972
2.	Assam	13	1969
3.	Bihar	25	1970
4.	Gujarat	51	1975
5.	Harayana	7	1971
6.	Jammu & Kashmir	6	1971
7.	Kerala	N.A.	---
8.	Madhya pradesh	33	1972
9.	Maharashtra	158	1975
10.	Karnataka	21	1972
11.	Orissa	21	1971
12.	Panjab	14	1975
13.	Rajasthan	24	1971
14.	Tamil Nadu	10	1975

Sr.No	Name of the State	No of Centres	Year
15.	Uttar Pradesh	76	1975
16.	West Bengal	56	1975
	<u>Union Terottries</u>		
17.	Andaman Nikobar, Islands	7	1972
18.	Delhi	10	
19.	Goa, Daman, Div	--	---
20.	Himachal Pradesh	--	---
21.	Mønipur	--	---
22.	Tripura	7	1975
23.	Pondichery	4	1975