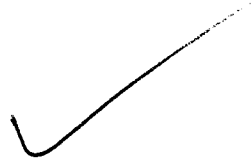


CHAPTER - II



- 1. INFORMATION TO SUBJECT**
- 2. IMPORTANCE & OBJECTIVES OF STUDY.**
- 3. AGENCIES FOR LABOUR WELFARE**
- 4. SCOPE AND LIMITATIONS**
- 5. METHODOLOGY**

CHAPTER - II

1) Introduction to Subject :

The term 'Labour' has been recognised as a separate factor of production. Any work whether manual or mental, which is undertaken for a monetary consideration is called Labour. There has been difference of opinion with regard to the importance of labour. BUT the fact remains that no production is possible without an efficient labour. But the fact remains that no production is possible without an efficient labour force.

It is obvious that labour is a major factor in the field of production. Today it forms an important & vocal section of the community & has now become a front page news, particularly in a developing economy like India today greater interest is being taken in the study of labour & its problem by state agencies.

Labour has an important role in the industrial production of the country management is an art of getting the work done by the people. Therefore, it is very necessary to seek the co-operation of the Labour Force in order to increase the production & to earn higher profit. The co-operation of employees is possible only when they are fully satisfied with their employee & the working condition on the job.

In the past industrialist used to treat the workers as bounded labours. They used to tell that they have hired hands to work, there is no difference between a machine & a worker for them. They used to give first preference to machine & second to the human resources as they thought that machine works more & faster than human being. Industrilisation brought a drastic change in this concept as there a certain was drawn between ther real owners of the organisation & managers or administrators of the organisations. The workers were not treated just having two hands to work, but an important addition was made i.e. on mind. They are now considered first but not the machine.

In India the Industrial revolution came much later, side by side with the knowledge & experience of the parallel social movement they sought to eliminate the harshness of the economic transition.

2) Importance of labour Welfare :

The importance of labour welfare can be exaulated from workers various point of view. From humanitarian point of view, Industrial workers should be provided certain facilities and amenities of life. From economic point of view, welfare is very essential and it improves the living standard of workers as well

as working condition in industrial labour.

Due to labour welfare activities the industrial employment is becoming more attractive. A good housing, minimum wages and other fringe benefits, such as medical, provident fund, and other benefits are bound to create a feeling of satisfaction and contentment among the workers in turn it reduces the absenteeism of workers. The provisions of housing, working condition, recreational and educational facilities, medical etc, are bound to increase the mental efficiency and economic productivity of industrial workers. Hence no country will ignore the welfare activities.

The labour welfare activities has become an intergrate aspect of industrial organisation in almost all the activities. It performs every significant role in Industrial economy and increase the efficiency of workers, in India particularly, which has recently started a programme of industrilisation need for labour welfare activities has become of great importances.

The money spend on labour welfare activites by the employer is bound to react directly or indirectly to their own benefits and to the direct benefits of the employees. If working conditions are improved it will certainly improve the health and

efficiency of the workers and which in turn increase the production and the productivity of workers. The employees spend nothing in India. Activities may ensure the employer a stable and contented labour force, labour absenteeism and labour turnover.



The usefulness of welfare work in India can not be overemphasised. Welfare activities influences the sentiment of the workers. When workers feel that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily disappear. The development of such feeling paves the way for industrial peace.

Secondly the provision of various welfare measures such as good housing, canteens, medical and sickness benefits etc. make them realise that they have also some stake in the undertaking in which they are engaged and so they think thrice before taking any reckless action which might prejudice the interest of undertaking.

Thirdly welfare measures, such as cheap food in canteens, free medical and educational facilities etc. indirectly increase the real income of the workers. If the workers go on strike they will be deprived of all these facilities. Hence, they try to avoid industrial disputes as far as possible and do not go on strike on flimsy grounds.

Fourthly welfare activities will reduce labour turnover and absenteeism and create a permanent settled labour force by making service attractive to the labour.

Fifthly, welfare activities will go a long way to better the mental and moral health of workers by reducing the incidence of

voices of industrilisation. REMoved from native village and thrust into a strange and unfavourable environment the workers are liable to fall a prey to drinking, gambling and prostitution. Congenial environment as a result of welfare measures will act as determent against such social vice.

Lastly, welfare measures will improve the physique intelligence, morality and standard of living of the workers which in turn, will improve their efficiency and productivity. A high standard of efficiency can be expected only from persons who are physically fit and free from mental worries, that is, only from persons who are property trained, property housed property fed and property clothed.

The labour investigation committee, while recognising that some aspects of welfare had been receiving attention in the individual centres/establishment mainly from local associations of employers, laid stress on the role both of the employer and of the Government in this regard and listed a number of facilities which, if provided, were likely to promote a feeling amongst the workers that they had a stak in the industry as much as anyone else and reduce labour turnover and absenteeism and stabilise an economically efficient working force. Moreover, when the worker feels that the employer and state are interested in his day to day

life and would like to make his lot happier in every possible way, his tendency to grouse and grumble will steadily disappear.

Thus the labour welfare activities carried on the mills would contribute.

- a) In making the service in mills attractive to the workers.
- b) In creating a permanent settled labour force.
- c) In reducing labour turnover and absenteeism.
- d) In improving the efficiency of workers.
- e) In improving relations between employers and employees.

Besides, the social advantages of the welfare activities are also very great importance.

1. The provision of canteens where cheap, clean and balanced food is available to workers must improve their physique.
2. Medical maternity and child welfare facilities must improve the health of the workers and their families and bring down the rates of maternal and infant mortality.
3. Educational facilities must increase the mental efficiency and economic productivity.

OBJECTIVES OF LABOUR WELFARE STUDY

The objectives of welfare activities are partly humanitarian partly economic and partly civic. It is humanitarian as it aims at providing certain facilities and amenities of life to the workers which they themselves cannot provide. It is economic, because it improves the efficiency of the workers and keeps the workers contented and minimise the chance of conflict. It is civic because it is a means to promote a sense of responsibility and dignity among the workers and to make them better citizens.

Initially humanitarianism or social awareness motivated labour welfare activities. Driven by the desire for greater efficiency and output from workers and with a view to attracting better workers, employers offer extra incentive in the form of labour welfare schemes, such schemes also make it possible for employers to persuade workers to accept mechanisation sometimes, labour welfare is used by employers to combat the influence of outside agencies on their employees. Labour welfare measures are often undertaken with a view to avoiding payment of tax on surplus and simultaneously building up better relations with employees. The desire to show off and advertise their concern for labour are also factors which play their part in persuading employers to go in

for labour welfare schemes. the bigger the organisations, the greater is the expenditure incurred on such advertisement. Thus, the motives that the behind labour welfare schemes are often complex, for human nature varies from person to person. Certain motivating characteristic however dominate in each successive period of the development of labour welfare movement and this is clearly seen in the broad historical perspective of industrial welfare. It often hapens that if an orgnisation gets interested in labour welfare and initiates measures for this purpose, other organisations in the same industrial area may follow suit and thus asist in the spread of labour welfare movement in and around that particular industrial area. ✓

The importance of welfare work for the labourers hardly needs any emphasis, particularly in India. If we look into the conditions of the working class in our country we shall find that they have to work for long hours in unhealthy surroundings, and during their spare time. They have no means to remove the drudgery of their lives. Removed from the village community and thrown into a strange and uncongenial environment, they are liable to be come easy victims of drinking gambling and other vices, which tend towards their demoralisation and ruin. Indian workers regards industrial employment as a necessary evil from which they are eager to escape

as early as possible. A contented stable and efficient labour force, therefore, cannot be built without an improvement in the conditions of their life and work in industrial centres.

The importance of welfare work is, therefore greater in India than in the west.

1. To know how the labour welfare laws have been implemented in an industrial organisation.
 2. To understand the attitude of the workers towards management and to receive their suggestions.
 3. To receive workers opinion regarding labour welfare facilities provided by the office and to know their demands.
 4. To know the importance of the labour welfare in the organisation.
 5. The suggestion regarding present welfare administration from the employees.
 6. To put for remedies in the form of suggestions as per act.
- 3) AGENCIES FOR LABOUR WELFARE ✓

There are generally three types of agencies which can take up labour welfare ; They are :

1. The Government Central or State Municipal Corporation.
2. The voluntary agencies including trade Unions of Workers.

Each agency can take up those activities which are best

suited to it. For example there are certain measures which easily, fit into the factory set up and can better be taken up by the employer. These include canteens, creches, and recreational facilities certain other measures such as educational and medical facilities may be regarded as more appropriate subjects for state action. In certain activities responsibility may be shared, employer and workers, for example in amenities which are costly and small employers cannot afford them these may be made available in industrial areas for the general body of workers under municipal or government control and may be financed by the employer as suggested by the labour, investigation committee. The committee cites the example of labour welfare centres started by some State Governments which are more or less on these lines, though at present they are not financed by the employers. Similarly in medical aid provident funds, pension etc. all the three i.e. the state, the employer and the employee's all may contribute. ✓

The trade unions and other welfare agencies like V.M.C.A. may take up certain recreational and cultural activities including starting of co-operative stores. However, there can be no clear cut demarcation between all these agencies.

In brief we can say that the industrial in India today constitute functionally a very significant part of the country's

population. they also contribute substantially to the nations economy. This group faces certain unique problems in their work life, e.g. long hours of work in unhealthy surroundings burden of factory work rural attachment uncongenial factory environment etc. They fall an easy prey to various evils. Such as indebtedness, alcoholism, gambling and other vices which naturally demoralise them and sometimes completely ruin their family life. The high rate of labour absenteeism in Indian industries is indicative of the fact that were is lack of commitment on the part of workers to their industrial working lives. Absenteeism can be reduced to a great extent by provision of good housing health and family care, canteens, educational and training facilities provision of welfare amenities enables the workers to live a richer and more satisfactory life and contributes to their productivity efficiency of the enterprise and helps in maintaining industrial peace.

4) SCOPE OF LABOUR WELFARE STUDY

Labour welfare by its very nature, must necessarily be elastic bearing a somewhat different interpretation in one country or another, according to the different social customs, the degree of industrialisation and the educational development of the worker. Thus limits cannot be rigidly laid down for the scope of labour

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welfare for all industries and for all times. The scope has to be elastic and flexible enough to suit the existing conditions of the workers and to include all the essential prerequisites of life, and the minimum basic amenities, our constitution in its directive principles of state policy, refers generally to the promotion of the welfare of the people. In its specific application of to the working class, the necessity of securing just and human conditions of work for them has been highlighted but what these conditions actually imply cannot be specified in rigid terms for all times.

In the report of the committee on labour welfare 1969 the scope of labour welfare covered "such services facilities and amenities as adequate canteens rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and distance from work. For the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities."

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The royal commission on labour report, 1931 P. 261 including social security measures as contribute to improve the conditions under which workers are employed.²⁹

While offering its own interpretation of the meaning of the scope of welfare, the international labour organisation observes : "The term is one which lends itself to various interpretations, and

it has not always the same significance in different countries. sometimes, the concept is a very wide one and is more or less synonymous with conditions of work as a whole. It may include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also such aspects of working life as social insurance schemes, measures for the protection of women and young workers, limitation of hours of work, paid vacations etc. In other cases, the definition is much more limited and welfare, in addition to general physical working conditions, is mainly concerned with the day to day problems of the workers and the social relationship at the place of work. ✓

In some countries, the use of welfare facilities provided is confined to the workers employed in the undertaking concerned while in others, the workers, families are allowed to share in many of the benefits which are made available. "On the other hand moorthy holds that "Labour Welfare has two sides, negative and positive on the one side, it is associated with the counteracting of the harmful effects of large scale industrilasation on the personal, family and social life of worker, while on the other and positive side, it deals with the provision of opportunities for the worker and his family for a socially and personally good life." ✓

The subject of Labour Welfare is thus fairly wide and is not limited to any one country, one region, one industry or occupation. The scope of labour welfare has been "described by writers and institutions of different shades in different ways and from different angles." The line of demarcation cannot be very precise, but what should be the common characteristics is that a welfare measure should ameliorate the working and living conditions of the workers and their families and make their live more meaningful. In the final analysis, labour garvices should.

"Enable workers to live a richer and more satisfactory life"

1. Contribute to the productivity of labour and efficiency of the enterprise;
2. raise the standard of living of workers by indirectly reducing the burden on their purse.
3. be in tru and harmony with similar services obtaining in a neighbouring community where an enterprise is situated;
4. be based on an intelligent prediction of the future needs of industrial work and be so designed as to offer a cusion to absoro the shock of industrialisation and urbanisation on workers and
5. be administratively viable and essentially developmental in outlook.

The scope of labour welfare, however, cannot be limited to facilities within or near the undertaking, nor can it be so comprehensive as to embrace the whole range of social welfare of social service. It follows therefore, that all extramural and intramural welfare activities as well as statutory or non statutory welfare measure undertaken by employers, Government Trade Union or voluntary organisation fall within the scope of labour welfare. Thus, it brings under its preview all welfare activities and amenities related to canteen, rest and recreation facilities medical assistance better health, nutrition and sanitation travel to and from work, education, housing holiday facilities and so on. It can also include social security measures which contribute to workers welfare such as industrial health insurance, provident fund, gratuity, maternity benefits, workmens compensation pension, retirement benefits etc. Which are the species of the larger family encompassed by the term labour welfare.

The ultimate goal of any organisation is to make profit which can be brought by either selling more or decreasing in the cost of production. Labourers in the organisation are the persons by their efforts only the goods are produced. thus to get dedicate work from the workers management has provided them with certain facilities.

Labour welfare facilities in the present World has got much importance as the workers have become more aware of their rights.

LIMITATION

1. There are three shifts and the interviews were held in the two shifts excluding the night shifts.
2. Only 100 workers whose interviews were held by the reasearcher.
3. In certain departments, only a few employees were allowed for interview by the department heads.
4. Study covers the labour welfare activities in Shetkari Sahakari Soot Girni Ltd. Sangola in 1994-95.
5. The workers were allowed for interview when they were free and during that time interviews were undertaken by the researcher.

5) METHODOLOGY OF STUDY

To evaluate the different labour welfare activities taken out by the Shetkari Sahakari Soot Girni Ltd.Sangola a questionaries was drafted and 100 workers were interviewed at random as the workers were in large number.