

**■■■■ CHAPTER - IV ■■■■**

**LABOUR WELFARE FACILITIES  
(THEORETICAL FRAMEWORK).**

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## CHAPTER - IV

### LABOUR WELFARE FACILITIES

#### MEANING AND DEFINITION :-

Labour welfare today has become a very wide subject comprehensive and controversial. It covers a very broad field. To begin with, let us briefly discuss the main concepts of meaning of Labour welfare.

#### 4.1 MEANING OF LABOUR WELFARE :-

The terms welfare suggest many ideas meaning such as the state of well being, health happiness prosperity and development of human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence involving the physical, mental and emotional well being. All these four elements together constitute the structure of welfare on which totality is based.

The social concept of welfare implies the welfare of man and relative concept for it is related to time and space change in which have imported on the system of welfare too. Welfare is a positive concept. This positive nature calls for setting up of minimum desirable standards necessary in regard to certain components of welfare, such as health, food, clothing, housing, medical assistance, insurance, education, recreation, Job security and so on.

The word 'Labour' means any productive activity however labour welfare has both positive and negative sides associated to it on the positive side. It deals with the provisions of opportunities which enable the worker and his family to lead a good life socially and personally on the negative side. Labour welfare functions in order to neutralise the beneficial effects of large scale industrialisation and provides a counter balance to the undesirable, social consequences and to labour problems which evolved in the process of this transition.

The concept of labour welfare is flexible and elastic and differs widely with times regions Industries, social value customers, degree of Industrialisation a general socio-economic development of the people and the political ideology prevailing at particular moments.

It is also moulded according to the age group, sex, socio-cultural background, marital status, economic status and educational level of workers in various industries.

#### 4.2 DEFINATION OF LABOUR WELFARE :-

The Oxford dictionary defines labour as 'Efforts to make life worth living for workers'. According to Prof. Richardson: Any arrangement of working conditions, organisation of social and sports club, and establishments of funds by a firm, which contribute to the workers health

and safety, comfort, efficiency economic security, education and recreation.

Another definition implies that welfare is fundamentally an attitude of mind on the part of the management, influencing the method by which management activities are undertaken.

ACCORDING TO PROUD :-

Welfare work refers to the efforts on the part of employers to improve, within the existing industrial system the conditions of employment in their own factories'.

The labour welfare committee defined it as 'The term welfare as applied to labour, refers to adoption of measures which aim at promoting the physical, psychological and general well-being of the working population. The basic aim of welfare services in an industry is to improve the living and working conditions and their families because the workers conditions and their families because the workers well-being can not be achieved in isolation of his family.

In the Enchclopaedia of social sciences, welfare is defined as, 'The voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the

employees beyond what is required by law, the custom of industry and the conditions of market'.

Dr. Panadikar defines labour welfare as, 'Work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation'.

**ACCORDING TO ROYAL COMMISSION ON LABOUR :-**

The term 'Welfare' as applied to the industrial worker, is one which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialisation and the educational development of the workers.

Another definition includes in labour welfare 'such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements of travel to and from work and for the accomodation of the workers employed at a distance from their homes, and such other services, amenities and facilities including social security measures, as contribute to an improvement in the conditions under which workers are employed'.

From all these definations, it is apparent that none is complete or comprehensive. There is no precise

definitive outline or demarcation in this subject. However, what is definite is that Labour welfare promotes the well-being of workers in a variety of ways. Any kind of voluntary service will come under the purview of labour welfare if it aims at helping the workers to work better and in more congenial surroundings and also to live better in a more meaningful manner, physically, socially, normally, economically and intellectually.

#### 4.3 SCOPE OF LABOUR WELFARE :-

The scope of labour welfare work not only covers the work life of the workers in the factory but also extends beyond into his family life and the community. When a worker enters the factory he does not merely bring with him his two hands and so many heat units of energy but he brings with him a live personality, throbbing with aspirations and anxieties, a personality full of ideas and impressions, feelings and attitudes. Hence, it becomes very important that welfare programmes. If they have to succeed, should take into account the workers total personality and development.

A welfare officer with proper appreciation of the objectives of labour welfare and a creative vision, can easily add to the items listed below or make suitable modifications to suit the types and needs of work, place and community situations.

1 INSIDE THE WORK PLACE :-

(Conditions of the work Environment ):-

- a) Neighbourhood safety and cleanliness. Attention to approaches.
- b) House-keeping, up-keep of premise: Compound wall, Lawns gardens, etc. egress and ingress, passages and doors, white washing of walls and floor maintenance.
- c) Workshop sanitation and deanliness: temperature, humidity, ventilation, lighting, elimination of dust, smoke, fumes, gases etc.
- d) Control of effluents.
- e) Convenience and comforts during work.
- f) Distribution of work hours and provision for rest times, meal times and breaks.
- g) Workmen safety measure, i.e. maintenance of machines and tools, fencing the machines, guards, workmen's equipment i.e. makes, gloves, shoes, helmets, aprons goggles etc.

FIRST-AID EQUIPMENT :-

- h) Supply of necessary beverages and pills, and tablets i.e. salt tablets, milk, soda, etc.
- i) Notice boards: Posters, pictures, slogans; Information as communication.

2. CONVENIENCES:-

- a) Urinals and lavatories, wash basins, bathrooms, provision for spitloons, waste disposal.

- b) Provision and care of drinking water, water coolers.
- c) Canteen services snacks, full meal, mobile canteen.
- d) Management of workers clock rooms, rest rooms, reading room and library.

3. WORKERS HEALTH SERVICES:-

Factory health centre, dispensary, ambulance, emergency aid, medical examination for workers. Health education, health research family planning services.

4. WOMAN AND CHILD WELFARE :-

Antenatal and postnatal care maternity aid, creche and child care, woman's general education-separate services for woman worker's.

5. WORKER'S RECREATION :-

Indoor games, strenuous games to be avoided during intervals of work.

6. EMPLOYMENT FOLLOW-UP :-

Progress of the operative in his work.

7. ECONOMIC SERVICES :-

Co-operatives, loans, financial grants, thrift and saving schemes, budget knowledge, unemployment insurance health insurance, employment bureau, profit sharing and bonus schemes. Transport services extra.

8. a) LABOUR :-

Management Participation or association or



consultation formation and working of various committees i.e. works committee, safety committee, canteen committee etc. consultation in welfare area, in production area, in the area of administration, in the area of public relations.

b) Workmen's Arbitration council.

c) Research bureau.

9. WORKER'S EDUCATION :-

Reading room and library, circulating library, visual education, literacy classes, adult education, social education, daily news review, factory news bulletin, co-operation with worker's Education services.

II) OUT SIDE THE WORK PLACE:-

1. Housing : Bachelor's quarters, family residences according to types and rooms.
2. Wastes sanitation, waste disposal.
3. Roads, lighting, parks, recreation, play grounds.
4. School, nursery, primary, secondary and highschool.
5. Markets, cooperatives, consumers and credit.
6. Bank.
7. Transport.
8. Communication:- Post, telegraph and telephone.
9. Health and medical services: dispensary, emergency ward, lying in services, out patient and in patient care, family visiting, family planning.

#### 4.4 CONCEPTS OF LABOUR WELFARE :-

##### 1. Welfare is a total concept :-

Welfare is a total concept. That is it is a desirable state of existence comprehending physical, mental, moral and emotional healthier well-being. Unless, a person is physically well off has sound health, he cannot be described to be faring well sound physical health is an important basis of welfare. Very often emotional, mental and moral well being depends on the physical health of the Individual. The old saying, 'Mens sna in corpore sano' is very significant in this regard and contains a profound truth. In planning for welfare, physical health of individuals and communities should legitimately receive prior attention. A man may be mentally brilliant, morally reliable and even emotionally stable, but as long as his physical health is poor and neglected, his welfare could be described an incomplete. Indeed such a man may in danger of lapsing into a state of illfare.

Mental health is another constituent element of welfare. One may be physically healthy and strong, but if one is not intelligent, is not able to understand even the elements of science, arts and letters, and his feeble minded and idiotic it is certain that one is not living in a state of welfare.

It is possible for one to be physically strong and mentally sound and yet be loose in morals. Morality essentially consists in loyalty to the group of society and also temptations which run counter to self-accepted principles of life. We should say that a person who is morally unsound and unreliable fore goes his state of welfare and becomes a problem to himself and to others. He is not in a desirable condition of existence. Moral health is avidly necessary to add to the content of welfare.

Again, emotional health of a person is the fourth factor which contributes to his welfare. There are many persons who are physically, mentally and Morally reasonable sound but easily get upset. Small incidents in life disturb them. These are emotionally over wrought individuals who, from the scientific point of view, are not in a desirable state of existence. Emotional in balance is ideally speaking not desirable. We would not think highly of a person who is not disturbed in the slightest degree at the death of his wife or of a close friend. Man must emotionally respond to situations and events according to their character and to the extent that is reasonable.

We may now restate that a person's welfare depends on his physical, mental moral and emotional health.

## 2. Welfare As a Social Concept :-

There is yet another sense to the statement that welfare is a total concept. In planning for welfare, the individual alone should not be taken into consideration. A man is member of his family. He derives his mental nourishment, his moral sentiments and emotional content from his family. His talk, out look, interests, ambitions, longings, habits, behaviour, hopes, fears etc. are conditioned by and centred on his family.

Further, a family is not an isolated unit. It is related to other families and to the neighbourhood. A family cannot be happy if the community is miserable and if the community does not, or cannot, provide conditions for desirable states of individuals is determined by the resource of the community of which the former are parts. In times of distress and calamities, it is the community that assembles its resources in order to provide aid to families and to individuals.

While welfare is based on the well-being of the total man, it is also a three-dimensional concept implying the welfare of the family and the community. In addition to that of the man himself. As long as this 'totality concept' is appreciated in its proper, three dimensional aspect, it is immaterial whether we begin with the individual or the community in planning for welfare

programms. Scientifically speaking, however, it is desirable to begin welfare planning at both ends, it is for the individual and the community simultaneously for, individual welfare, as we have propounded here is the end of community welfare, and community welfare is the end of individual welfare.

### 3. Relative Concept :-

Welfare is also a relative concept, relative in time and place. Man accepted comparatively less convenient and less sumptuous conditions of existence for, science and technology had not yet made possible better amenities. In housing, clothes, furniture, medicine, transport, recreation, education and other such spheres, we today have better facilities than our forebears. Similarly since, science promises to serve us more and more, we can predict that the content of welfare will be enriched in the countries to come.

Welfare is relative in space too. That is, in its meaning and content it differs from country to country or region to region. The conditions of existence of the workers in India may be much better than those of the tribal groups in Malaya or Africa or Australia. The American workers command still better conditions of living. This variation in the welfare contents is mainly due to the scientific advance and equipment of the countries concerned and is also to the 'Community

conscience' which collects and coordinates its resources for the well being of its members of their families and of the community as a whole.

#### 4.5 IMPORTANCE OF LABOUR WELFARE :-

Compared to other countries, Indian has much greater need and importance of labour welfare work. Such a condition is caused by certain deficiencies in Indian labour force, that are not be found in their counterparts in other countries. It is there defects or deficiencies that increase the importance of labour welfare activity in the country. The following are the reasons why labour welfare work in India assumes greater importance than in other countries.

##### 1. Lack of Strong Labour Union Movement :-

In India, even today the workers are not united into a class keeping in view the numbers, labour union movement is still in its infancy. Even in the labour unions that do exists, there is a lack of enlightened leadership, and there is no unity between these unions themselves. Welfare of labourers is a secondar, concern, the primary interest being the serving of party and vested interests. In other modern progressive countries workers are strongly organised into labour unions: but as their force is lacking in India, it is essential that the welfare of labourers in the country be efficiently looked after by

the employers and Governments. This should be treated as a sacred trust till the workers can evolve their own efficient and reliable organisation. This will help the workers on their own fact, develop strong unions, think properly of their interests, to progress hand in hand, and to take a definite step in the country's development.

## 2. Illiteracy :-

As compared with other countries the percentage of educated workers is very low, most of them being illiterate consequently, they are not in a position to receive advanced industrial training, understand the problems in industries, understand their own interests and those of the nation as a whole. This can prove a source of harm not only to the workers but also to the country. Hence labour welfare is required more in India than in other countries. It will help make them secure, become industrially efficient and become responsible citizens of the country.

## 3. Problem of absenteeism and Migration :-

Compared to workers in other countries the Indian labourer is more restless and tendentious towards frequent migration because life in town does not suit him. Level of wages is too low to adequately compensate for the high prices of most commodities. Hence the labourer cannot comfortably settle down in one place. This worker's

migratory tendency can be by providing him with adequate housing improving the conditions in which he is required to work, and other welfare work of a similar nature. This will help the worker establish a home in the town, and he will not have to run frequently to the village for his family. Hence, the problem of absentees in factor will be reduced.

#### 4. Low level of Health and Nutrition :-

The Indian, worker, as compared with counterpart in most European countries with his counterpart in most European countries is unhealthy and ill fed. This has reduced his production potential as compared with the productive capacity of western labourers. Hence he is very great need of in expensive, nutritive food and good facility in case of hospitalization.

#### 5. Extreme Poverty :-

Another factor is the extreme poerty of the Indian worker. He is unable to provide a healthy living for his family and a good education for his children. Female labour in the country, as compared with female labour elsewhere, is in an even worse state of health, and adequate protection and assistance is not offered to it in times of pregnancy and delivery. Hence, labour welfare has much to do in the country. The Indian woman labour will be as happy as other workers in the world when she is to be



given the facilities of maternity homes and creches for the children. It is essential that the education of boys and girls provided for, being poor, the Indian labourer is hardly in any condition to save something for his old age hence he is in great need of provident fund, pensions and gratvity, etc.

6. Lack of Training :-

Percentage of trained workers in India is very low. As compared with other countries, trained personnel in India are hard to come by. Hence it is necessary to have training facilities for such a vast labour force. Possibility of accident increases when the worker is unstrained. Hence, there should be adequate provisions for preventing accidents.

7. Lack of Healthy Recreation :-

Healthy recreation is also at a premium in this country with the result that the workers indulge in crime and activities of a reprehensibel kind. Their efficiency is further deminised by energy being employed in all kinds of undesirable. Channels. Hence, it is essential that recreation and enjoyment of a healthy kind be provided.

8. Industrial backwardness of India :-

From the Industrial stand point, India is far behind other countries. Industrial progress is being aimed through the medium of the five-year plans, but industrial

progress is dependent welfare work motivates the workers and maintains their efficiency and productivity. So, we can say that the importance of these activities is great for India in Comparison to western countries.

#### 4.6 OBJECTIVE OF LABOUR WELFARE :-

Initially, humanitarianism or social awareneses motivated habour welfare activities. Driven by the desire for greater efficiency and output from workers and with a view to attracting better workers, employers offer extra incentives in the form of labour welfare schemes Such schemes also make it possible for employers to persude 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 peyment 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 pay their part in persuading employers to go in for labour welfare schemes. The bigger the organisation, the larger is the expenditure incurred on such advertisement. The motives that lie behind labour welfare schemes are therefore, often complex, for human nature varies from person to person certain motivating characteristics, 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 happens that if an organisation gets interested in labour welfare and initiates measures for this purpose other organisations in the same industrial area may follow suit, and so assist in the spread of labour welfare movement in and around that particular industrial area.

#### 4.7 LABOUR WELFARE PRACTICE IN INDIA :-

The working conditions in Indian factories are far from satisfactory and therefore demands necessity of labour welfare measures. The principle of personnel management and industrial relations have not in true sense accepted in practice by all the organisations in India. Whereas, in the western countries the employers are more sympathetic to the workers and provide various type of labour welfare facilities to the workers. The labour welfare activities in India are organised by:-

- 1) The Government
- 2) The Trade Unions
- 3) The Employers.
- 4) Other Agencies.

#### 1. Labour welfare activities organised by the Government of India:-

It was during the second world war that the central Government introduced certain schemes for labour welfare

in its ordinance, ammunition and other factories, engaged in war materials. The private sector too realised the value of the scheme and followed the example set by the Government. The Government of India introduced a scheme to finance non-statutory welfare activities in Industrial undertakings owned and controlled by the Government to help the factory workers in getting necessary welfare facilities. The important legislation in this regard are given below:-

A) Factory Act 1948 :-

The legislation related to factories was extensively revised and consolidated by a comprehensive factories act 1948 to ensure adequate safety measures and promote the health and safety of the workers employed in the factories. It lays down specific welfare measures to be undertaken by the employers such as washing facilities first aid appliances, canteen, rest shelters and creches and sitting arrangements for workers. In case of factories employing 500 or more employees, the state government are empowered to make rule for the appointment of labour officer. Provision for welfare of workers also exists in Indian dock labourers Act, 1934, the mines act 1952, the plantation labour act 1951. The merchant shipping act of 1958. The motor transport workers act of 1961. the Bidi and Cigar worker conditions of Employment Act, 1966 and the contract labour act of 1970.

### 3. Labour Welfare Funds :-

The Government of India, established labour welfare funds in government industrial undertakings. As early as in 1946, the Government initiated an experimental scheme to finance welfare activities in Government owned and controlled undertakings excluding the undertakings under the control of Railway Board and major ports. These funds were contributory in character and built from contributions of workers, Government grants and receipts from various other sources like film show, fines, profits from canteen etc. Initially the scheme was meant for a period of four years only. In view of the keen interest of the workers, the scheme was extended with a condition that there would be a welfare fund committees consisting of representatives of employees and Government, to administer the funds. Funds are in operation, at present, in 269 industrial establishments on a voluntary basis.

#### C) Labour Welfare Fund in Mines :-

Following acts were passed by the Government of India for the welfare of the workers in mines :-

- 1) The Mica mines labour welfare fund act. 1946.
- 2) The coal mines labour welfare fund act 1947.
- 3) The Iron-ore mines labour welfare act. 1961 and
- 4) Limestone and Dolomite labour welfare act. 1979.

The welfare activities which are undertaken with the

help of these funds were for building hospitals and providing medical facilities (primary schools, credit societies, recreation facilities), etc. financial assistance and prescribed rate is also rendered under the coal mines fatal and serious accidents, benefits schemes in cases of death and permanent disability due to accidents are few illustrations.

D) Labour Welfare for the dock workers:-

The dock workers (Regulation of Employment) Act, 1948 empowers the central Government in the case of major ports and the state Government in other cases to frame schemes which may provide medical treatment, educational and recreational facilities and other welfare activities to Dock workers through labour boards.

E) Labour welfare for the Railways:-

The Railways also maintain hospitals and well equipped dispensaries for medical treatment of Railway workers and their families. There are also maternity and child welfare centres.

2) Labour Welfare Activities by Trade Unions :-

The welfare work undertaken by the trade union agency are negligible because of lack of organisation and financial stringency. Only a few unions like the the Ahmedabad Textile Labour Association, the mazdoor sabha of Kanpur, Indore mill Nazdoor sangh and Bank Employees Association, have devoted them selves to welfare work. The

Ahmedabad Textile Labour Association, have devoted themselves to welfare work. The Ahmedabad Textile Labour Association spends nearly 70% of its income on welfare activities. Labour welfare activities generally provided by these trade unions are library, reading room, educational institution, including day and night schools cultural and social centrals. The mill mazdoor sabha. Indore has started a Labour welfare centre which is working in three sections as Bal mandir, Kanya Mandir and Mahila Mandir.

However in general trade unions have not taken much interest in welfare work because of lack of proper leadership and funds.

### 3) Labour Welfare Activities by Employers:-

At present the welfare activities are being brought more and more under the legislation rather than being left to the good sense of the employers. The Government under legislations. The employers have limited financial resources and moreover, their attitude towards labour is apathetic. They consider the expenditure on labour welfare activities as waste of money rather than an investment. Even so some enlightened employers, on their own initiative, have been doing abit in the direction of welfare. They have provided medical aids, hospital and dispensary facilities, canteens, fair price shops,

co-operative societies, recreation club etc. These facilities are part from their liability under a various central or state legislations. The Delhi cloth and General mills have an Employees Benefits fund trust managed by a board of trustees. This fund is financed by the contributed. Unclaimed wages and fines etc. The trust organises several welfare schemes out of this fund such as voluntary health insurance scheme, gratuity and old age pension scheme, the provident fund and daughter's marriage allowance schemes. It provides financial assistance to workers in emergency.

The welfare facilities provided by the employers are not satisfactory. The Labour Investigation committee has quoted the views of Dr.B.R. Seth who observes. 'The vast majority of industrialists in India still regard welfare work of as a barren liability rather than a wise investment'.

#### 4) Labour Welfare by other Agencies:-

A part from the agencies closely connected with the industries, (Government employers and trade unions) several other agencies have also done commendable work in the field of labour welfare such agencies are:-

##### 1) Social Service Agencies :-

Several social service agencies such as Bombay social service league started by the servants of India society and similar leagues in Madras and Bengal the Shiv



sera society, the Bombay presidency women's council, the maternity and Infant welfare Association, the I.M.C.A. The Depressed classes mission society and many other missionary societies play an important role in organising the welfare work both by helping employers and labour and by independent efforts. These agencies have provided various welfare activities, like education, indoor and outdoor games establishment of co-operative societies night schools and libraries etc.

ii) Municipalities :-

A few municipalities and municipal corporations have also taken special welfare measures such as co-operative credit societies, maternities and nursery schools, adult school, creches etc. These progressive municipalities are at Bombay, Calcutta, Delhi, Kanapur, Madras, Ajmer etc.

4.8 CLASSIFICATION OF WELFARE WORK :-

The study appointed by the Government of India in 1959 to examine Labour welfare activities then existing, divided the entire range of those activities into three groups:

- a) Welfare work within the precincts of an establishment, medical aid, creches, canteens, supply of drinking water, etc.
- b) Welfare work outside the establishment - provision for indoor and outdoor recreation, housing, adult education, visual instruction, etc.

c) Social security measures etc.

The Labour welfare activities that are provided within the precincts of the industry are also known as Intra Mutual activities and the activities that are provided outside the establishment are known as Extra Mural activities.

We can also divide the Labour Welfare work into two categories :

- A) Statutory welfare activities,
- B) Non-statutory welfare activities.

A) Statutory Welfare Activities :-

Statutory Welfare work constitute those provisions of welfare work which are provided in different factories acts and it is obligatory on the part of the employers to observe these provisions.

Following are some important statutory activities :-

- 1) Washing, Bathing and Drinking water facilities.
- 2) Sitting facilities.
- 3) Canteen facilities
- 4) Rest Room facilities.
- 5) Creches.
- 6) Medical facilities.

1. Washing, Bathing and Drinking Water Facilities :-

In every factory in which any process involving contact by the workers with any injurious or obnoxious substances is carried on, a sufficient supply of water suitable for washing is very essential for the use of workers, at suitable places and with facilities for its use. Again, the workers who live in crowded areas have inadequate facilities for washing at their homes and in such circumstances, washing and bathing facilities add to their comfort, health and efficiency.

The following table provides an idea of provision of such facilities in different industries covered under the factories Act:

TABLE - 4.1

Showing Provision of Washing and Bathing Facilities

Year	Industry	% of establishment providing		
		Washing facilities	Bathing facilities	Washing facilities & supplying cleaning material
1960-61	Cotton Textiles	69.6	19.9	39.5
1965-66	Printing Presses	89.0	15.0	86.3
1965-66	Glass	32.0	46.0	18.9
1962-63	Sugar	69.0	35.0	42.5
1965-66	Tanning & Leat-	86.0	25.0	57.6
1961-62	Cement	100.0	48.8	85.0

Except glass industry, washing facilities have been provided in good majority of the establishments in

other industries cement industry recorded cent percent establishments providing such facilities. Except tanning and leather finishing industry other industries provided such facilities largely through wash basins with taps on standing pipes. Bathing facilities were relatively provided in limited number of establishments in various industries. Separate washing arrangements with supply of cleaning materials for women were inadequately provided in glass, cotton textiles and sugar industries.

According to survey of labour conditions conducted in 1974-75 in regard to labour employed in the General and Jobbing Engineering Industries, drinking water facilities existed in about 98 percent of the factories. About 70 percent of factories had also made same arrangement for supply of cool drinking water during summer months to the workers. The washing facilities were reported to have existed in 49 percent of the factories.

## 2. Sitting Facilities :-

It is essential that sitting facilities are provided for all workers obliged to work in a standing position, in order that they may take the advantage of any opportunities for rest which may occur in the course of their work. According to data available, during the early part of the sixties, such facilities were very inadequately provided in cotton textiles, canning and

sugar factories with 15, 28 and 30 percent respectively, as against 40,80 and 92 percent of factories in glass, cement and printing presses respectively.<sup>20</sup>.

### 3. Canteen :-

To introduce an element of nutritional balance into the otherwise deficient and unbalanced dietary of the workers, to provide cheap and clean food and an opportunity to relax in comfort near the place of work, to save time and trouble to workers, on account of exhausting journeys to and from work after long hours in the factory, are some of the objects of an industrial canteen. These undeniable benefits of a works canteen from the standpoint of health, efficiency and well-being of the workers can only be achieved when it is well maintained. It is, therefore, necessary that a person in-charge should maintain strictest economy in its working, keep the place clean, and give a comfortable and cheerful appearance. It does not mean that quality of food and

TABLE - 4.2

Showing Provision of and Agency Running Canteens

Year	Industry	Percentage of canteens run by				
		establishment with 250 worker & providing canteen	management	contractors	Jointly by workers & management	workers or their co-operatives
1960-61	Cotton textile	89.5	55.4	25.6	3.5	15.5
1965-66	Printing Presses	8.0	26.0	44.0	19.0	11.0
1965-66	Glass	72.0	40.0	41.0	15.0	4.0
1962-63	Sugar	80.0	17.0	67.0	11.0	5.0
1965-66	Leather & Tanning	81.0	73.0	27.0	--	--
1961-62	Cement	100.0	83.0	17.0	--	--

Services should be allowed to deteriorate in order to achieve economy in cost. It is the management that has to subsidise provision of standard meals to the workers. It is unfortunate to note in case of some of the units that the employers have not paid adequate attention to provision of such vital facilities and have at times sought to avoid this responsibility by seeking the assistance of the contractor. The following table shows provision of such facilities and the agencies running them in different industries.

According to recent survey, referred to above, 8 per cent of factories in engineering industry are reported to have canteens.

#### 4. Rest Room :-

It is a properly equipped rest room, located away from the noise or stifled atmosphere of the work room, that provides a good opportunity to industrial workers to restore lost energy during the period of rest pauses. These rooms attached to lunch accommodation will prove to be most effective recuperative measure, provided that these are sufficiently lighted, ventilated and maintained in cool and clean condition. The workers, as observed by the committee on labour welfare as well as the National commission on labour, have generally preferred open place to the rest rooms which have been provided by the employers, though they were less oppressive.

Table- 4.3  
Showing Provision of Rest Rooms

Year	Industry	Percentage of establishments with more than 50 workers and providing			
		Rest shelters only	Canteens & rest shelters	Canteens but on rest shelters	Neither canteen nor rest shelters
1960-61	Cotton Textiles	7.4	56.9	28.7	7.0
1965-66	Printing Presses	6.9	24.0	37.9	31.2
1965-66	Glass	13.7	22.8	31.0	32.5
1962-63	Sugar	33.3	--	--	66.7
1965-66	Tanning & leather.	59.0	--	41.0	--

In printing presses, glass and sugar industry, about two-thirds of the establishments did not have rest shelters. Similarly, about 40 percent of factories in cotton textiles and leather industries did not meet statutory requirement in this respect of welfare amenities. The Survey of Labour conditions conducted in 1974-75 has noted that about 11 percent of factories in engineering industry could provide for rest shelters.

#### 5. Creches :-

Barring a few exceptions, provision of creches has not recorded any notable improvement in factories since the Rege committee reported when there was no statutory provision for it. Though employment of woman is common in seasonal factories the lack of this amenity is more noticeable in them. It has been unfortunate to note that employment of women is kept deliberately below the level at which the employer is required to provide a creche. In glass industry, for instance, only 8 percent of the factories were required to provide such amenity in 1965-66 as against 50 percent of establishments employing women. Even then, 64 percent of these establishments provided creches<sup>23</sup>. In cotton textiles also, out of about 54 percent of the establishments employing women, 39 percent were under statutory obligation to provide such amenity during 1960-61. About 86 percent of the latter establishments could, however, provide creches. But more than 50 percent of these creches were not well maintained as they were



deficient in many respects.<sup>24</sup> In the bidi establishments were large number of women are employed, there are still no creches. In some large didi manufacturing units, the National Commission on Labour noticed 'rows and rows of improvised cradles made of sack cloth for depositing babies at the place of work itself, a place which had too low a ceiling to protect either the child or the mother who was working there, from the oppressive summer heat of central India.<sup>25</sup>

Besides about welfare amenities with in the precincts of the establishment, as required under the statutory provisions, the managements in factories have also provided the following types of welfare amenities included under the second broad class, that is, welfare outside the establishments.

#### 6. Medical Facilities :-

Medical facilities in varying degrees have been provided by large factories, either in their own hospitals or by arrangements with well-established medical institutions, supplementing those available under the Employee's State Security. Generally speaking all cotton and woollen textile mills have provided dispensaries under the charge of qualified doctors. In certain mills, well-equipped hospitals are maintained. There are Maternity and child welfare clinics also in some of the mills. In Jute Industry, apart from a number of welfare

centres run by the Indian Jute Mills Association, there are a number of welfare centres and medical dispensaries set up by the managements individually. Most of the units in the cement industry maintain well-equipped hospitals to provide free medical treatment to their workers. A majority of sugar factories have also been providing medical facilities to the workers, though some of them maintained their own hospitals. The enquiry conducted by the Labour Bureau in 36 units in 1960 revealed that only 29 units provided first-aid boxes. Besides, the management of five of these units maintained dispensaries for workers employed in the match industry. In 1961, according to the enquiry conducted by the Labour Bureau, 17 out of 20 mills covered had arrangements for free medical treatment of workers. During the same year, of the 47 units in coir industry, 34 units provided first-aid boxes for workers; 8 units' workers were entitled to medical aid under the Employees' State Insurance scheme and the other 5 units did not provide any medical facility of any kind. Medical facilities in some form or other existed in almost all units in the potteries and ceramic industry. As reported by the survey team, medical facilities in the form of attached hospitals were available in 3 percent of the factories and 96 percent of units in engineering industry had provided first-aid boxes in 1974-75.

B) Non-Statutory Welfare Activities :-

The small-scale Industries units provided various non-statutory welfare activities to employees.

Non-statutory welfare activities means law does not make force for it. Business enterprises provide these facilities according to their policies.

In order to make welfare of its workmen, company provides such facilities under this category following welfare facilities can be included:-

- 1) Educational facilities.
- 2) Cultural (Recreational) facilities.
- 3) Library facilities.
- 4) Housing facilities.
- 5) Transport facilities.
- 6) Co-Operative and saving facilities.
- 7) Gratuity, pension, provident fund.

According to Non-statutory welfare activities in factory Act, 1948.

1. Educational Facilities :-

There are a few instances of large undertakings in organised industries making arrangements for education of the workers children in co-operation with the state or local institutions. Where factories are located in a city or town which has educational institutions run by the

state local bodies and private institutions, the enlightened employers have provided workers children with scholarships, text-books and other assistance. The industrial townships have in many cases taken on the responsibility for running secondary schools and colleges where primarily worker's children are imparted education at the managements cost. Alternatively, transport is provided to them to institutions which are situated far away from the residences. Many of the well established concerns have also set up libraries and reading rooms for their workers. They at times also publish periodicals. A good number of schools are also attached to welfare centres either run by the employer's organisations like the Indian Jute Mills Association or by the state Governments.

## 2. Cultural (Recreations) Facilities :-

No measures to raise the standard of life of workers can succeed unless and until they are weaned away from vice and diversions are provided which can occupy their spare time in a healthy atmosphere. 'A well directed use of this spare time'. Observed the ILO's Recommendation on the Recreational facilities (1924), 'by affording the worker the means of pursuing more varied interests ---- may increase the productive capacity of the worker and increase his output.' The Rege committee also emphatically stated that' the provision of entertainment such as cinema

shows, radio sets, games, etc. must ---- go a long way in reducing the evils of drink and gambling, and particularly prostitution, which prevails in the labour areas owing to the glaring numerical disparity of sexes'<sup>26</sup>. In spite of such economic, moral and psychological significance of such welfare service, 'entertainments can only be regraded as voluntary activity on the part of employers and no legal effect can be given to it,<sup>27</sup>. The factories Act. has therefore, not provided for such facilities and left it entirely to the discretion of the employers who have, in turn, recognised that monotony of a worker's life could be relieved only through their provision.

The scale of facilities offered has varied from the employer to employer and project to project. In the large establishments, increasing attention has been paid to such facilities as a means of healthy diversion. Some establishments bear the capital cost of construction of building designed for recreation and the cost of sports materials and also make available grants-in-aid to meet day to day recurring costs; others give grants on a matching basis. Cash awards are also offered to workers who are outstanding in the field of sports and cultural activities or to those of their family members who excel in cultural performances. Some organisations like the Delhi Cloth Mills have been organising inter-mills tournaments to inculcate team spirit amongst workers.

Besides, social and religious functions are organised in some of the well-organised and established units.

Apart from employers, the welfare centres run by the state Governments and the employer's organisations provide various recreational facilities to the workers. The survey conducted in 1974-75, as referred to earlier, has revealed that such facilities existed in only about 6 percent of units in the General and Jobbing Engineering industry.

### 3. Library Facilities :-

A library has been provided in the companies Premises which caters to the reading habits of the employees English, Hindi, Marathi books, dramas and novels, newspapers are available in the library, which are chosen by the library committee members.

### 4. Housing :-

Housing is the one subject which is of paramount importance, but paradoxically, very little has been achieved in regard to industrial housing. The fact that it has generally been far from satisfactory has been brought out again and again by various committees and commissions According to a 1961 report of a sub group on housing, out of a total strength of 35 lakhs industrial workers, as many as 15 lakhs (43 percent) were housed inadequately. Another Report observed. In Bombay 91 percent of the bathrooms provided were usually in common use'.

Beginning with the housing improvement trusts formed in Bombay and Calcutta soon after the first world war, many references have been made to the acute shortage of housing in all the major towns and industrial centres, and to the attempts to reduce it. The Textile factories labour committee drew attention to the existing low standards of housing. The authorities were called upon to take note of the growing housing problem pointed out by the Industrial Commission in 1918 by the Royal Commission on Labour in 1931 by the Labour Investigation Committee in 1946 the sub-committee on industrial housing appointed by the standing labour committee, laid down certain minimum standards relating to living space ventilation lighting, water supply, drainage etc. It emphasised the necessity of these standards if the workers health and efficiency were to be preserved. In 1946 the Bombay Housing Panel submitted its recommendation. In 1952, a subsidised industrial housing scheme was introduced.

Many housing Acts have been passed for the benefits of industrial workers. Some of these are:- the Bombay Housing Board Act of 1948, the Hyderabad Labour Act of 1952, the Mysore Housing Board Act of 1955, the U.P. Industrial Housing Act of 1955 and the Punjab Industrial Housing Act of 1956.

However, the Reports of the National Commission on Labour in 1966 and of the Malaviya Committee on Labour

welfare in 1969 underscored the appalling conditions of industrial housing and pointed out that the working class was very badly affected by an acute shortage of living space. Housing can be provided to workers directly by employers, by workers organisation or by public authorities, for employers of plantation labour, it is not legally compulsory to provide housing.

In 1952, the Government of India inaugurated the subsidised Industrial Housing scheme, by means of which financial assistance was provided in the form of loans and subsidies for the purpose of constructing houses for industrial workers. These loans and subsidies may be utilised by state Governemnts, statutory Housing boards, employers and registered co-operate housing societies of industrial workers.

The recommendations of the malviya committee on labour welfare an industrial are-

- i) An all India legislation should be enacted compelling indusjtrial establishments other than plantation and mining industries, to provide housing for a certain percentage of workers, keeping in the view the nature and location of the industry.
- ii) Employers may be given exemption from or rebate on taxes for the amount spent on the construction of houses for industrial workers.
- iii) Necessary steps should be taken and suitable



facilities should be provided to enable co-operative housing societies to enlarge their membership and construct many more houses.

- iv) Assistance should be given for the maintenance and repair of industrial houses through periodical inspection.
- v) Elementary civil facilities should be provided at these housing colonies under the subsidised Industrial Housing scheme.

#### 5. Transport Facilities :-

Transport facilities to and from the place of work are given to workers as one of the desirable welfare amenities. This facility is gaining popularity because of growing urbanisation, local bodies, state Governments or the Railways. e.g. the suburban railway in metropolitan and big industrial cities. The transport facility provided by the industry for its own workers is supplementary to the public transport facilities. The main purpose of this amenity is to enable workers to reach their place of work without undue delay or fatigue.

Various recommendations in this regard have been made. These relate to:-

- i) The provision of transport facility to workers by smaller units on the basis of joint co-operative efforts on a no-profit - no loss basis, which is useful for the smaller industrial establishments situated far away from an urban area.

ii) Transportation arranged for shift workers who leave for home after work at odd hours of the night when public transport is generally not available.

iii) Staggering of working hours, wherever possible, particularly in big cities, so that local and state transport authorities may be able to clear peak transport traffic in congested localities.

#### 6. Co-Operatives and saving Facilities :-

In the context of spiralling prices and the rising cost of living, the importance of fair price shops and supply schemes cannot be over emphasised. Through these supply schemes and shops can be operated by the employer himself, it is the co-operative method which has been found to be desirable and has been recommended again and again by various committees and conventions. That co-operatives play a very important role in family welfare has been widely accepted.

The importance of consumer co-operative stores or fair price shops was initially realised during the second world war when the distribution of controlled commodities was encouraged on a co-operative basis by the Government of India. Later the importance of this facility was highlighted by the National Co-operative Development and the Warehousing Board committee of 1961 by the Indian labour conference at its 20th session in 1962 and by the adoption of the Industrial Truce Resolution in 1962. A

scheme was recommended by the labour conference in 1962, under which all industrial establishments, including plantations and mines employing 300 or more workers, were required to set up consumer co-operative stores as part of their labour welfare programmes. This scheme was voluntary. Accordingly, employers could assist in the establishment of co-operative stores in their industries by:

- i) Participating in their share capital.
- ii) Providing loans for working capital, and
- iii) Granting a managerial subsidy.

Provision of rent free accommodation or accommodation on nominal rent, and free supply of furniture and electricity were included in this assistance from the management. It was also proposed that employers should assist in the establishment, organisation and running of these co-operative stores.

#### 7. Provident fund and Gratuity :-

Provident fund to the tune of 8.33% is deducted from consolidated basic salary of an employee and equal amount is contributed by management every month, whose accounts are being administered by the Regional provident fund office.

Gratuity All employees whose salary/wages do not exceeds Rs.1000/- per month are eligible to receive gratuity detailed here under. Maximum gratuity payable is twenty months salary wages.

#### 4.9 PRINCIPLES OF LABOUR WELFARE :-

The success of welfare work will depend on the extent to which certain basic Principles are observed. Following are the few important principles:-

##### 1) The Principle of co-ordination or Integration :-

This principle is important one. We have already stated earlier that welfare is a total concept, therefore we should not plan programme piece meal and stop at that. Indeed a large part of the failure of welfare work is due to welfare being planned and treated on piece meal basis of welfare should be able to co-ordination purpose full and related activities for instance such a person would appreciate that the canteen, creche, health and medical services, sports, housing, educational activities, worker on fg. consultation all these of more could be synthesised for the continuous and harmonious development of the worker in his work-home and community context.

##### 2. Principle of Association :-

Another important Principle of welfare administration is the principle of Association.

'Work with the individual' is the motto of this Principle welfare work aimed at workers or for the workers has little chance of success as long as it is not designed. The workers success as should be made to feel that the programmes or activities are part of their own

certain, that their practice is a voluntary spontaneous and willed process emerging from themselves. This implies that workers through their representative should be taken into confidence consulted at various stages regarding the programme and their implementation.

3. The Principle of Responsibility :-

It is the another which makes for the success of welfare work. According to this there should be delegation of authority in the welfare fields, either by election to committees or by proper nomination. Such as safety committees, sport, canteen etc. Here it should be mentioned that responsibility should carry with its authority. Responsibility will succeed only in the measures that it is combined with authority and resources.

4. The Principle of Accountability :-

This is the principle of evaluation or assessment. In social work, as in any sphere of human activity, it is necessary to periodically look back, take stock of progress achieved, note impediments and failures and plan and result achieved.

5. The Principle of Timeliness :-

This is the most basic and important principle. This means that when need is felt or a time, is opportune for starting programme or for associating the workers or delegating authority or providing resources these should

be done with despatch. The welfare officer should be alert to discover what is needed and when and take timely action in putting through the programme. Today this well is yawing protest of the neglect of the principle of timeliness giving employees an opportunity to help ridicule on the manufacturing.

6. Classification of welfare work :-

Labour welfare includes various activities relating to the different aspect of the working classes. In brief these activities may be divided or classified into the following categories-

A) Statutory Welfare work :-

With the view to maintain a minimum standard of health and safety etc. of the workers, the Government of country enacts certain rules under various Act's or ordinances which have to be abided by the employers in respect of their workers. These provisions must be complied with by the employer's such rules may related to certain essential working conditions e.g. Hours of work, sanitation etc.

3. Voluntary welfare work :-

This type includes all these activities which are undertaken by employers for their workers. Some social organisations may undertake this type of work.

C) Mutual welfare work :-

This type includes those activities which are initiated by workers for their betterment in a suitable manner or to improve their job activities of the trade union. Which are conducive to the welfare of their members are included under this category.

4.10 THEORY OF LABOUR WELFARE :-

Following are the 7 parts of theory of labour welfare

1) The Policing theory of labour welfare :-

According to this theory, the factory and other industrial work places, provided ample opportunities from owners and managers of capital to exploit workers in an unfair manner. This could be done by making labour work, long hours paying low wages, by ignoring provisions of providing water, latrines, rest rooms, canteen, clearly a welfare state can't allow this state of affairs to continue. Hence, law or enactment to compel the managements to provide minimum wages become imperative thus,

- A) Passing of the laws requiring employers to provide for the welfare of the work.
- B). Punishment of employers in cases of negligence or disobedience of the law are the outcome of this policy. Theory of labour welfare under the circumstances the employers may tend to provide only

as much of welfare as enforced and also if possible, to discover loop holes in the enactment.

2) The Religious Theory of Labour Welfare :-

According to this view disabilities of a person are the result of the sins committed by him previously. Thus labour welfare work as well as welfare work in another fields, if taken up in a spirit of atonement of condition.

Moreover compared to the policing theory the religious theory has this advantage that welfare activities in the former are forced while in the latter they are voluntary.

3) Phlonthropic Theory of Labour Welfare :-

The word 'Phlonthropic' is significant, philos in Greek means loving & anthrops means man. Explained from this point of view, labour welfare work such as the imporvement of working conditions, in institution of the creche and the canteen etc. could be acts of pity on the part of employer who want to remove the disabilities of worker. However such philanthropic sentlements are found to be in employers.

4. Paternalistic Theory of Labour Welfare :-

This theory also be delignated 'The Fratternalistic theory of labour welfare'. The contents and purpose and arguments remaining employers belong to the same human and industrial family. The trusteeship ideals of property,



profit position, power, run throughout the Hindu system theory does emphasis the moral elements in the employers role so far as welfare is concerned.

5) Public Relation Theory of Labour Welfare :-

For instance, the creche could be used for the best child exhibition with a prize or award, several companies do have expensive sport activities and maintain and train sport teams such as teams of volleyball, cricket, football, hockey etc. The teams and their periodicals competitions at city which are supported by the companies concerned help publish the names of the companies in the countries famous new papers. It is believed that such frequent presentation before the public of the companies name in victorious situations creates a favourable image of the company in the public mind. Employer easily receive the values & advantages of public relations.

6) The Functional Theory of Labour Welfare :-

In this theory which could also be called efficiency theory of labour welfare, workers are described as operatives. If workers are fed property clothed adequately and treated kindly and if the conditions of the work are hygienic, they will work efficiently. Thus proper maintenance of personnel leads to greater efficiency and this results in increased production. Efficiency is only a functional aspect of welfare. The functional or efficiency theory has merits, which could make the theory excellent basis for planning welfare programme.

7) The Plucating Theory of Labour Welfare :-

Workers are becoming concious of their rights and privilages. Therefore it is prudent to appeale the workers. This is a necessary show of kindness and friendly gesture. This is also the best means of securing the workers co-operation. This theory is based on fear on the part of management. Hence there is likely to be lack of sinceority in programme of welfare initiated with a view of plucating labour.

4.11 LABOUR WELFARE OFFICER :-

Role of Labour Welfare Officer :-

Labour welfare officer is the head of the department. He is leading the team of staff implementing the policies of the government. He has equal rank with the heads of other departments:-

1. He has to adjust salaries and wages.
2. He has to send statutory returns like ESI, PF, Employment exchange, compalsory notice of vecancies written to the technical education under 1946.
3. He is always careful in bringing workers grivances to the notice of the factory management, so that workers are get justice without delay.
4. He is always busy in studing and under standing the point of views of workers which help the factory management to shope and formulate policies for the well being of workers.

5. He always look after good maintainance of industrial relations in the factory. If any dispute aries than he makes the efforts to settle it through mutudnegotiations and avoids any possible strike.
6. He is good friends of workers. He advices the workers against going on illegal strikes and also advices the management against declaring illegal lockouts. He is always busy in preventing any anti-social activities in the factory.
7. He is perfomrs carefully and effectively such duties as supervision of hazardous jobs, visiting sick workers checking that due measures are provided for preventing accidents, that workers health and safely is ensured plant inspector seeing workers are to be provided maternity benefits duly and workers ge the due compensetion from factory for any accident or off termination of services.
8. As a result of sincer work of welfare officer no doubt good relations between workers and management are maintained but productive efficiency of workers is also enhanced.
9. It is because of his sincer efforts that workers co-operative society is started in the factory.
10. he always advise and assist factory management in making provision for labour welfare facilities such as canteen, shelters for rest, creched, latrine facilities, during the exhaust good drinking water,

pension and super annuation fund, gratuity payments.

11. He helps the workers in matters of getting leave for regulating unauthorised absence.
12. He has advised and assisted management in providing such welfare facilities, housing, education, medical assistance and sanitation facilities etc.
13. It is observed that welfare officer in the small scale Industries has got a freedom to advise the factory management on questions relating to training of new workers apprentices, workers on transfer and promoting instruction supervise and encourage the workers for further education. This sincere attempts are always towards improving the well being of the workers and raise their living standards.
14. He is the vegin of workmen from his recruitment to retirement.
15. In case of premature death of earning hand he as look after his children and the family members.

Thus the welfare officer in the company is playing a dominant role in maintaining sound industrial relations between the workers and factory management are getting so many benefits or labour welfare facilities.

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