

C H A P T E R - I I

THEORETICAL BACKGROUND OF LABOUR WELFARE FACILITIES

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THEORETICAL BACKGROUND OF LABOUR WELFARE FACILITIES

2.1 INTRODUCTION ■■

Personnel Management is a success of "I am OK, if you are OK, you are O.K; if your welfare is OK".

The Welfare of the working classes must be one of the first cares of every employer. "Any betterment of their conditions must proceed more from the employers downward rather than be forced up by demands from below. Since labour contented well housed, well fed, well looked after is not only an asset of the employer, but serves to raise the standards of industry and labour in the country". This statement was made in 1917 by Dorab Tata, successor of J.N. Tata when the industrial revolution had just taken root in India and in its wake some exploitations of workers.¹

Labour Welfare activities are a useful adjunct to motivational approach and help in maintaining positive attitudes of employees towards the job and the organisation. Moreover, the purpose of providing welfare amenities to working classes is to facilitate development of the total personality, improvement in efficiency, increase in the productivity and to maintain healthy relations with the employer.

1. Ghosh Biswanath, 'personnel management and Industrial Relations', ed. 1982. P. 275.

Considering the place of labour welfare in industrial field, in this Chapter a researcher has made an attempt to describe the concept, scope, need and importance, classification and principles of labour welfare. Researcher has also mentioned the statutory provisions about labour welfare facilities and social security measures as provided in the Acts and welfare activities undertaken by the various agencies in India.

2.2 CONCEPT OF LABOUR WELFARE ■■■

The concept of Labour Welfare is necessarily elastic, bearing different interpretation from country to country and time to time depending on different Social Systems, degree of industrialisation and general level of social and economic development.

Labour Welfare is a wider Concept referring to a state of living of an individual or a group in a desirable relationship with the total environment, i.e. ecological, Social, economic and geographical. Labour Welfare consists of economic as well as social contents of Welfare.

The Welfare work also refers to the efforts on the part of employers to improve the existing Welfare facilities and to extend Welfare facilities for the all

round development of the working class, by providing amenities for Physical, psychological, mental, social, economic, moral, cultural and intellectual development. Labour Welfare covers a wide field and suggests many ideas meanings such as the state of well-being, health, happiness, satisfaction and development of human resources.

The concept of Labour Welfare from ancient times to present times is changing in its nature. The modern scientific world has accepted advanced Science and technology in industrial field. By this, the social responsibility of employers is changing day by day. The present workers in the industry enjoys some better facilities of food, clothes, housing medicines, transport education, recreation than their ancestors. Thus the welfare concept is dynamic and will remain dynamic in future.

The phrase "Man is a Social Animal" shows that, man can't live without Society. Major part of his life is attached to Social aspects. He is a member of family community, village and state. Thus, Labour Welfare is a social, dynamic and positive concept.

DEFINITIONS ¶¶

The term Labour Welfare is one which lends itself to various interpretations and it has not always

the same significance in all countries. Following are the some standard definitions which will give a clear idea of the term "Labour Welfare".

- 1) The Oxford dictionary defines the term as "effort to make life worth living for workman".
- 2) The Encyclopaedia of Social Sciences defines labour welfare as "the voluntary efforts of the employers to establish, within the existing industrial system working and some-time living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market."²
- 3) International Labour Organisation conference has stated that, labour welfare is understood to mean " such services, facilities and amenities, which may be established in or in the vicinity of undertaking to enable persons employed therein to perform their work in healthy and congenial surrounding and to provide them with amenities conducive to good health and good morals"³
- 4) The Labour Investigation Committee ~1944 - 46 defines labour welfare work as " anything done for the intellectual, Physical, moral and

2. Encyclopaedia of social science Vol. V 1935. P. 395.

3. I.L.O.(Asian regional) conference report II, 1947 P.3.

economic betterment of the workers, whether by employer's by Government or by other agencies over and above what is laid down by law or which the workers may have gained."⁴

- 5) Moorthy M.V., holds that "Labour Welfare has two sides, negative and positive, on the one side, it is associated with the counter acting of the harmful effects of large scale industrialisation of the personal, family and social life of the workers while on the other positive side it deals with the provisions of opportunities for the worker and his family for a socially and personally good life."⁵
- 6) Arthur James Todd defined Welfare work as "anything done for the comfort and improvement, intellectual and social of the employees over and above the wages paid which is not a necessity of the industry".⁶

From the above mentioned definitions it is clear that, the term Labour Welfare is very comprehensive and wide concept. It covers almost all field of activities, such as educational social, Political, industrial etc., services which help the workers to increase their moral, improve standard of living enjoy better working conditions and enhance general efficiency of the workers and also productivity.

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4. Labour Investigation committee Report 1944-46, Govt. of India - Ministry of Labour and employment P.336.
 5. Moorthy M.V. , Principles of labour Welfare ed. 1933. P.250
 6. Arthur James Todd "Industry & society ed. 1933. P. 250.

2.3 OBJECTIVES OF LABOUR WELFARE ■■■

There are multiple objectives in having a labour welfare policy and programmes. According to Kirkaldy, labour welfare activities include all those measures which are undertaken to achieve the following objectives.⁷

1. To combat the sense of frustration of the industrial worker.
2. To relieve him of personal and family worries.
3. To improve his health.
4. To afford him means of self expression.
5. To offer him some sphere in which he can excel others.
6. to help him to a wider concept of lives.

With considering above aims and objectives, it is clarified that, the objects of welfare work is partly humanitarian, partly economic and partly civic. These three approaches reveal that the investment in welfare of working class will provide all possible cost benefits and gains to the organisation.

2.4 SCOPE OF LABOUR WELFARE ■■■

. The scope of labour welfare, not only covers the work life of the workers in the factory but also

7. Kirkaldy H.S. "The spirit of Industrial Relations PP.77-78.

extends to his life with his family and community. Hence the welfare work to be effective should include the work-life, family and community life of the working class in a well related, co-ordinated and purposeful pattern of welfare policy and programmes.

The Labour Investigation Committee has cleared the scope of the welfare activities in the most comprehensive manner. "It prefers to include under welfare activities, anything done for the betterment of the working class, whether by employers, by government or by other agencies over and 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,"⁸.

The malviya committee states the scope of labour welfare that, "The scope of Labour Welfare amenities however, can't be limited to facilities within or near the undertaking, nor can't it be so comprehensive as to embrace the whole range of Social Welfare or Social Services."⁹

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- 8) Ghosh Biswanth's personnel management and industrial relations ed. 1982 PP. 275-276.
- 9) Report of the Labour Investigation Committee - 1946. P. 345.

Thus the scope of labour welfare follows all statutory, non statutory and voluntary measures undertaken by various agencies. It also includes social security measures which contribute to workers welfare.

2.5 NEED AND IMPORTANCE OF WELFARE WORK

The ultimate objective of a welfare state is the well being of the society as a whole. At the same time, it must also be realised that, a happy and contented labour force is one of the main pillars on which the fate of the whole Large Scale Industrialisation rests. Therefore, provision of adequate welfare facilities is most important in order to make the workers to put their heart and soul for increased productivity and efficiency and also for maintaining healthy relations in the industry.

The necessity and importance of welfare work in India is greater than in the Western Countries. For building up a stable and efficient labour force, it is essential to bring about a marked improvement in the conditions of workers life and work.

The Industrial worker has often been condemned as lazy and inefficient, but as pointed out by Bombay Textile Labour enquiry Committee" it is axomatic that

in all pursuits a high standard of efficiency can be expected only for persons who are physically fit and free from mental worries. i.e. only from persons who are properly fed and properly clothed."¹⁰

Provisions of welfare facilities for workers have following advantages :

- 1) Labour turnover and absenteeism are reduced to the minimum.
- 2) Workers are cared for and their interests are protected, which leads to the feeling of oneness with the organisation.
- 3) They help in minimising industrial disputes and maintaining industrial peace.
- 4) They helps in creating permanent and settled labour force.
- 5) Incidence of Social evils of industrialisation such as drinking, gambling and prostitution will be minimised. Hence welfare facilities are making marked improvement in the mental and moral health of workers.
- 6) More willing co-operation extended by employees may bring change in the outlook of the employees.

10) Report of the Bombay Textile Labour Enquiry Committee 1940. P. 264.

- 7) It is also possible to lead to marked improvement in the efficiency of the workers.

Thus, labour welfare activities serve humanistic, economic, civic purposes and results in the development of life of working class.

2.6 CLASSIFICATION OF LABOUR WELFARE FACILITIES ■■

The classification of Labour Welfare facilities are divided into three groups which are as under :

a) Statutory Welfare Facilities :

These includes all those facilities which are under taken under the provisions of the law, passed for the welfare of the workers. Statutory provisions may be relating to living conditions, minimum wages, sanitary conditions, hours of work, lighting, medical and conveniences etc. Statutory welfare facilities are compulsory.

b) Voluntary Welfare Facilities :

All those activities which are undertaken by the employers for the betterment of the workers by Providing facilities to their employees without any pressure from the Government or by law are called Voluntary Welfare facilities. The investment in these facilities is good as it leads to the efficiency of the workers. Some social organisations such as Young Mans

Christian Association, Rotary and Lions Club have also undertaken such activities.

c) **Mutual Welfare Facilities :**

Mutual Welfare facilities are those, which are organised by the Trade Unions for the benefit of workers. Thus, these are the activities for and by the workers for their mutual help and benefits. These are usually outside the scope of statutory facilities.

A comprehensive list of Welfare amenities is given by Moorthy, in his monumental work on labour welfare.¹¹ He divided Welfare amenities into two broad groups viz.

- A) Amenities inside the work place
- B) Amenities outside the work place.

WELFARE - AMENITIES

* Inside the workplace	Out side the work place
- Work Environment	Housing
- Conveniences	Water
- Health services	Roads Etc.
- Women & Childern Welfare	School
- Recreation (Indoor games etc..)	Markets.
- Employment Follow up.	Bank.
- Economic Services	Transport.
- Participation	Communication
workers Education	Health
- Workers Council	Arbitration.
- Research Bureau	Watch and word community leadership.

11) Moorthy M.V. Principles of Labour Welfare P.13-15.

A brief explanation of the above welfare facilities is as follows :

I) **Inside the Work Place :**

1) Conditions of work Environment:

In this item, safety, cleanliness, house-keeping, sanitation ventilation, lighting, elimination of dust, smoke fumes, gases etc., and rest times meal times breaks etc. are included.

2) Conveniences :

Under this heading urinals, lavatories, spittoons waste disposals, drinking water, canteen, rest rooms, lunch rooms, etc., are included.

3) Health services :

Factory health centre, dispensary, ambulance, emergency aid, medical examination for workers, family planning services etc., are included in this head.

4) Women and Child Welfare :

Under this head facilities like, maternity aid, creches, child care, women's recreation, family planning services etc., are included.

5) Recreation :

Indoor games to workers.

6) Employment Follow-up:

Progress of the operative in his work, his adjustment problems with regard to machine and work load, supervisors and colleagues etc.

7) Economic Services :

In this head provision of loans, financial grants, saving schemes, unemployment insurance, profit sharing and bonus schemes etc., are included.

8) Participation :

Labour management participation, working of various committees viz. safety committee, canteen committee etc.

9) Workers Education :

Reading room, library, literacy classes, adult education, daily news review, factory news bulletin..

10) Workers Arbitration councils :

11) Research Bureau.

II) Outside the Work Place :

1) Housing : Bachelor's quarters; family residences.

2) Drinking water facility.

3) Maintaining roads, parks etc.

4) School: nursery, primary, secondary etc.

5) Markets, co-operatives - consumers etc.

6) Banking facility.

7) Transport facility.

8) Communication: Post telegraph and telephone.

9) Health and Medical Services : Out patient & inpatient care, dispensary, emergency ward etc.

- 10) Recreation: Games, clubs, cultural programmes, i.e. Music, clubs, interest and hobby circles, festivals celebrations, etc., Reading room, library, swimming pool, athletics, gymnasia etc.
- 11) Watch and ward security.
- 12) Community leadership and Development:
council of Elders, Committee of representatives, administration of community services and problems; child young and womens clubs etc.

2.7 PRINCIPLES OF LABOUR WELFARE ::

Labour welfare depends upon certain basic principles, which must be properly followed to achieve a successful implementation of welfare programme.

1. Principles of Adequacy of Wages :

Labour Welfare measures cannot be substitute for wages. Workers have right to get adequate wages. But high wages rates alone cannot create healthy atmosphere to bring about a sense of commitment on the part of the workers.

2. Principles of Social Responsibility of Industry:

According to this principles, industry has an obligation or duty towards its employees to work 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 :**

This principle plays an important role in welfare services. The employer quite often accepts responsibility for implementing labour welfare measures as would increase efficiency, eg. programmes for education and training, the family planning measures are some of the important programme of labour welfare, which increase efficiency of the workers.

4) **Principles of Re-personalization :**

The development of human personality is given here as the goal of industrial welfare which according to this principle should counter act the positive effects of the industrial system. Therefore it is necessary to implement labour welfare services both inside and outside the factory.

5) **Principle of Totality of welfare :**

this emphasises that the concept of labour welfare must spread throughout the hierarchy of an organisation. Employees at all levels must accept this total concept of labour welfare.

6) **Principle of Co-ordination :**

Welfare is a total concept, from this angle, a co-ordinated approach will promote a healthy development of the workers in his work home and community. This is necessary for the sake of harmony in labour welfare services.

7) **Principle of Democratic Values :**

The co-operation of the workers is the basis of this principle. Consultation with and the agreement of workers in the formulation and implementation of labour welfare services are very necessary for their success. This principle is based on the assumption that worker is a mature and rational individual.

8) **Principle of Co-Responsibility :**

This recognises the fact that both employers and workers are responsible for labour welfare. If Trade unions are involved in a healthy manner and when, responsibility is shared labour welfare work becomes simpler and effective. Accordingly, various committees are elected or nominated in the powers and responsibilities in the welfare field are delegated to them.

2.8 STATUTORY PROVISIONS REGARDING LABOUR WELFARE FACILITIES

A) Factories Act of 1948 :

The object of this Act is to secure health, safety, welfare, proper working hours, leave and other benefits for workers employed in factories. It came into force from 1st April 1949. It is applicable to whole of India. The act has been (last) amended by the factory (Amendment) Act 1976 which came into force from 4th September, 1976.

The Act makes it obligatory on the employers to provide and maintain, the following welfare facilities.

- 1) Cleanliness Section 11.
- 2) Disposal of wastes and effluents section 12.
- 3) Proper and suitable ventilation and temperature Sec. 13.
- 4) Effective measures to prevent dust and fume Sec. 14.
- 5) Sufficient lighting Sec. 17.
- 6) Suitable drinking water facility Sec.18.
- 7) Provision for latrines and urinals Sec.19.
- 8) Provision for spittoons Sec. 20.
- 9) Provision for safety machinery and gaürds Sec.40
- 10) Appointment of Safety officers Sec. 40 B:- Where -in more than 1000 workers are ordinarily employed.

- 11) Workers participation in safety management Sec. 41G.
- 12) Wasing facilities Sec. 42.
- 13) Facilities for storing and drying clothing Sec. 43.
- 14) Canteen facility Sec. 46 :- any factory wherein more than 250 workers are ordinarily maintained by the occupier.
- 15) Shelters, Rest rooms and lunch rooms Sec. 47 Wherein more tan 250 workers are employed.
- 16) Creches facility to women workers Sec. 48 :- wherein more than 30 women workers are employed by the occupier.
- 17) Welfare officer Sec. 49 : In every factory where more than 500 workers are ordinarily employed.
- 18) Weekly hours should not be more than 48 hours Sec. 51.
- 19) There should be one weekly holiday Sec. 52.
- 20) Daily hours should not be more than 9 hours in a day Sec. 54.
- 21) Each day a worker should get a rest of atleast half an hour after a work period of 5 hours Sec.55.

B) The Mines Act 1952:

It has laid down provisions for (a) Drinking Water (b) conservancy (c) First aid (including first aid room (d) Ambulance room for every mine employing

more than 5000 persons (e) shelter (f) canteen facility etc.

C) **Plantations Labour Act 1951 :**

Drinking water, conservancy, medical facilities canteen, creche, recreational facilities, and provision of umberellas, blankets and raincoats have been made statutory by this Act.

D) **Social Security Acts :**

Social security forms an important part of labour welfare, providing the security which is of great importance to the workers and their families well being.

The constitution of India lays down that, the state shall make effective provisions for securing public assistance in the event of unemployment, oldage, sickness and disablement.

In the words of the late Mr. V.V. GIRI, who was a vateran trade union leader and who held top positions as minister for labour and president of India "Social Security measures constitute an important step towards the goal of a welfare state, by improving working conditions and affording the people protection against the uncertainties of the future. These are important

for every industrialization plan for not only do they enable workers to become more efficient but they also reduce the wastage rising from industrial disputes."¹²

There are some important legislative enactments in India for the provision of Social security. They are as follows :-

1) **Workmen's Compensation Act 1923 :**

The act provides for the payment of compensation by employers to workmen and their dependents for personal injury caused by accidents arising out of and in the course of employment and for death of disablements, as a result of contracting certain occupational diseases.

2) **The Maternity Benefit Act 1961 :**

The act provides for the payment of cash maternity benefit for certain periods before and after confinement and grant of leave and other facilities to women employees.

3) **Employees State Insurance Act 1948 :**

The Act applies to all non - seasonal factories run with power. An insured person, entitled to benefit under this scheme, is not entitled under the workmen's compensation Act. It provides free medical treatment, free maternity care for women employees, a cash

12. Francis Cherunilam "Business Environments" 1989 P-463.

disablement benefit, a life pension in case of permanent disablement or death of the employees.

4) **Provident Fund Act 1952 :**

The Act provides Insurance against oldage, retirement, discharge, retrenchment or death of the workers. It is against those risks that, the scheme guarantees the necessary protection to workers and their dependents. For this scheme employees and employers will contribute at equal rates.

5) **Payment of Gratuity Act 1972 :**

The Act provides that, for every year of continuous service, an employee should get 15 days wages (not more than 20 months wages) on termination of employment after 5 years service by any cause.

6) **Payment of Bonus Act :**

Bonus shall be payable for the accounting years in which employer derives a profit from such an establishment or after six months accounting year in which, produce manufactured by the establishment are sold which ever is earlier.

7) **Employees Family Pension Scheme 1971 :**

The Act provides family pension (i.e. Some monetary relief) to the family members of employees who

die in service, i.e. before superannuation.

2.9 LABOUR WELFARE MEASURES UNDERTAKEN BY VARIOUS AGENCIES IN INDIA

Labour welfare activities in India were developed only after the stresses and strain of the first world war (1914-1919). During the second World War (1939-45) the movement for labour welfare received further impetus. Presently labour welfare work can be divided into following four categories :

- 1) Labour welfare measures by the State and Central Governments.
- 2) Labour Welfare measures by the employers.
- 3) Labour Welfare measures by Trade Unions.
- 4) Labour welfare measures by the other voluntary Agencies.

The view of the welfare activities by the above agencies, is as given below :

1) Labour Welfare Activities by the State and Central Government :

There was a little interest shown by the Government in labour welfare activities before the Second World War (1939-45) . The real interest shown by the Government is evident in the provisions of the Factories Act, 1948.

At present, certain facilities like canteens, rest shelters, creches, medical aid, education and recreational facilities have been provided in factories, mines and plantations covered by the Factories Act 1948, the mines Act 1952, the plantations Labour Act 1951 and bidi and cigar workers (conditions of employment) Act 1966. The contract Labour (Regulation and alsolition) Act 1970 has provided for similar benefits for the Contract Labour.

WELFARE FUNDS :

For the welfare of the mine workers Welfare Funds have been set up in coal, mica, iron ore, lime stone and dolomite Mines. Activities covered by these funds include housing, medical care , educational and recreational facilities for workers and their dependents.

Housing, Medical care, tuition fee, concession for childern and recreation and canteen facilities are the welfare measures undertaken for dock workers. Fair price shops and consumer co-operative societies have also been operating.

Under the plantations Labour Act, 1951 all plantations provide housing and hospital facilities to the workers. Some plantations run elementary schools

for the education of workers children. Some of the Tea estates provide training in tailoring, weaving and basket making. The Tea Board helps in these activities.

Canteens, rest rooms, uniform hours of work and leave are provided for the motor transport workers under the provisions of the motor Transport worker's Act, 1961.

By considering the above welfare work by State and Central Governments it can be said that the Government has taken interest regarding labour welfare work. However, it is expected from them that the Government should try to undertake welfare measures through deliberate planning process.

2. LABOUR WELFARE ACTIVITIES BY EMPLOYERS :

Only recently some interest has been evident in the field of welfare activities initiated by the employers. Employers in several industries such as cotton textile, jute textile, woollen textile, Engineering, cement, Sugar, Glass, Chemicals, Match and Paper are providing welfare facilities.

Some Cotton Textile Mills are providing facilities like modern dispensaries with qualified

doctors, Creches, Co-operative Societies, indoor and outdoor games, Provident fund, Gratuity Schemes, grain Shop and ambulance rooms etc.

In Jute Industry, Indian Jute Mills Association is taking active interest in the welfare measures to workers. In most of the industries creches and medical facilities have been provided and Labour officer, have been appointed. Welfare centres are being run in some mills.

In Engineering Industry, along with Statutory measures, recreational and educational facilities are provided. For example, TATA IRON AND STEEL CO. at Jamshedpur is maintaining a well equipped hospital and running a network of primary and secondary schools. Well maintained gymnasiums efficiently, with clubs facilities for indoor and outdoor games, canteen, creches and co-operative societies, are undertaken by the company. It is also providing welfare centres, subsidised canteens, rest houses, financial grants and all other statutory measures. In public Sector Steel Plants at Bokaro Rourkela, Durgapur, Bhilai and in Mysore Iron and Steel Ltd. Bhadravati, also providing welfare activities in a large scale.

In paper and cement Industries, the facilities like free medical treatment, recreation of workers educational facilities for workers children and grain shop facilities are provided.

The industries like Sugar, Glass, Chemicals, Match, Oil, Plantations etc., are also provided facilities like hospital, dispensaries, educational and recreational facilities. These industries have also undertaken statutory welfare activities.

By seeing the welfare measures undertaken by various employers, it is clear that some of the most prominent employers have provided welfare activities which are over and above what is laid down by law. There has been gradual expansion of scope and extent of labour welfare measures provided by employers. However most of the facilities provided by employers are by the way implementing statutory provisions.

3. Labour Welfare Activities by the Trade Unions :

Broadly speaking, trade unions in India have not done much in the field of labour welfare activities. Lack of funds, migratory character, instability of industrial labour, indifferent approach during colonial rule, lack of efficient leadership, lack of education are the main causes for this state of affairs.

However, the Ahmedabad Textile Labour Association, the Railwaymen's Unions, the Mazdoor Sabha of Kanpur and some other unions are the exceptions.

The Textile Labour Association Ahmedabad, runs 25 cultural and social centres spread over the whole working class area. Debates, discussion groups, talks, meetings, study circles, social and educational classes, recreational programmes are organised in these centres.

Other welfare facilities provided by this association are, schools, reading rooms, libraries, gymnasiums, dispensaries, maternity homes, co-operative banks, credit societies, housing societies and consumers societies etc. It is also providing legal help to its members, training in principles and practice of unionism and it publishes bi-weekly Mazdoor Sandesh.

The Mazdoor Sabha of Kanpur, runs reading rooms, library and dispensary for workers.

some of the Railwaymen's unions, runs Co-operative Societies to their members. The funds have been created to provide benefits to the members such as payment of L.I.C. Premium, unemployment and sickness

benefits and provision of legal help.

By removing the inherent limitations much more can be done by the trade unions in our country in the field of labour welfare. Particularly by organising worker's Co-operatives for credit supply of consumer goods and housing societies etc.

4. Labour Welfare Work by Voluntary Social Service Agencies.

There are many voluntary social service agencies which have been doing useful labour welfare work. Mention may be made of the Bombay Social Service League (Started by the Servants of India Society), the Seva Sadan Society, the Maternity and Infant Welfare Association, the depressed classes Mission Society and the Women's Institute of Bengal. The activities of these organisations include organisation of the night schools, libraries and lectures, promotion of public health, recreation and sports for working class.

CONCLUSION :

In the light of above mentioned theoretical aspects of labour welfare in this Chapter, it is seen that Labour Welfare Activities are not only conducive to an improvement in conditions of working class but

are the best kind of investment for promoting industrial efficiency. Besides this, it is also possible to improve and maintain good industrial relations. The significance of such labour welfare activities in a country like India is, therefore, very great. This is particularly so because in India there is no adequate base created of social security as like that of other Western Countries.
