

LABOUR WELFARE & INDUSTRIAL SAFETY

UNIT 1: LABOUR WELFARE

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Objectives

After completing this session, you will be able to;

- Evaluate the nature of the labour welfare
- Classify labour welfare facilities
- Identify the objectives and merits of labour welfare measures
- Distinguish between extramural and intramural welfare measures
- Enumerate the approaches to labour welfare

Structure

1.1 Introduction

1.2 Definitions

1.3 Objectives of Labour Welfare

1.4 Classification of Labour Welfare Facilities

1.5 Approaches to Labour Welfare

1.6 Theories of Labour Welfare

1.7 History of Labour Welfare in India

1.7.1 Social Security: Concept and Evolution

1.1 INTRODUCTION

- Welfare means **well -being, betterment or satisfaction** of the member of the society by introducing activities like facilities for education of the children, recreation, cultural activities, etc.
- ‘All such activities introduced **by the Employer, Govt., Trade Unions as well as voluntary agencies** for the benefits of the employees and their family members over the law customs and traditions for their socio- economic and cultural development.

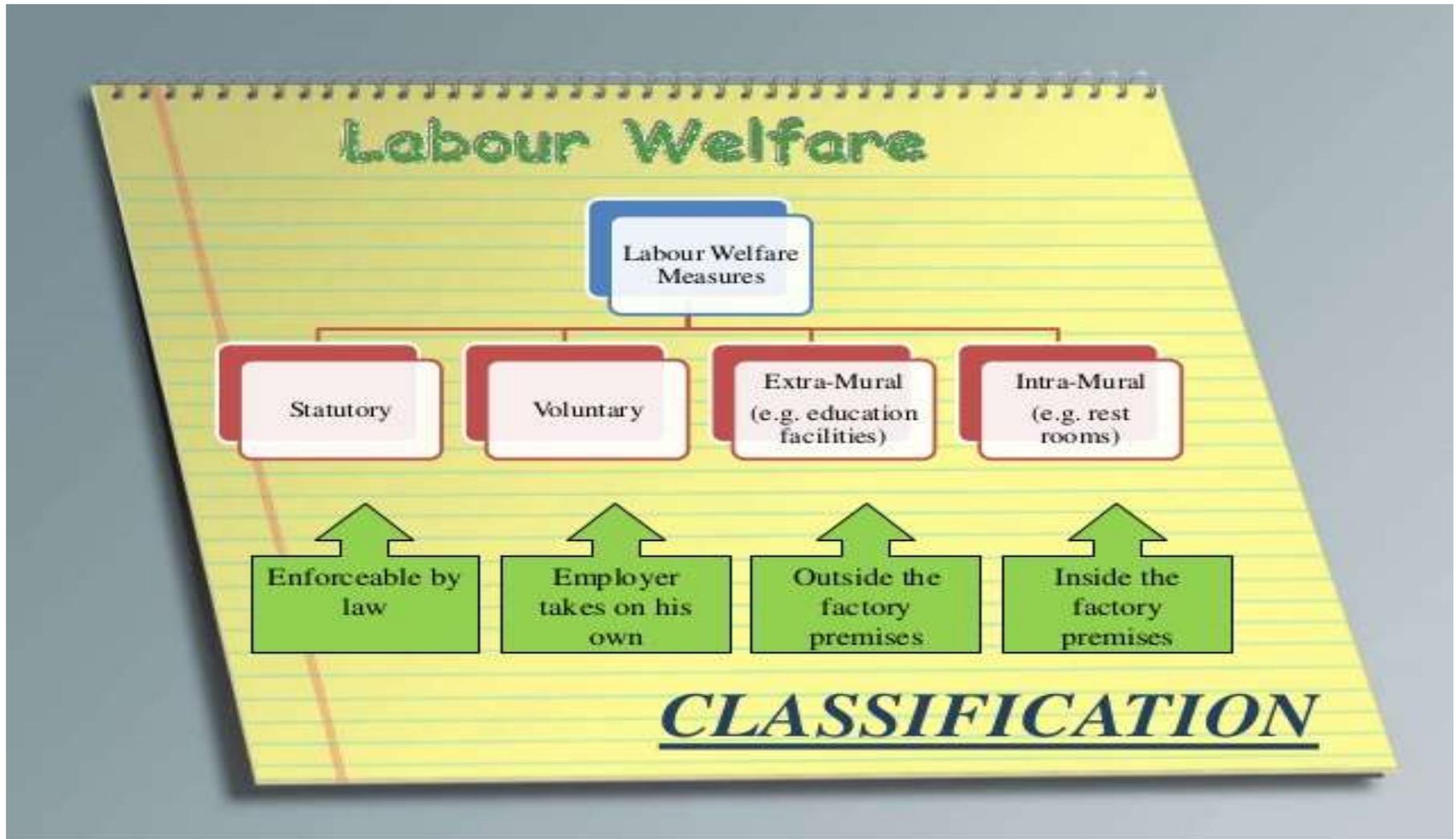
1.2 DEFINITIONS

- ❑ “A state of faring or doing well. Freedom from calamity, enjoyment of health and prosperity”. [By Chambers dictionary](#)
- ❑ ‘Efforts to make life worth living for the workers.’ [By Oxford Dictionary](#)
- ❑ ‘Anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by Govt. or by other agencies, over and above what is laid down by law’ [By Labour Investigation Committee](#)
- ❑ “Such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangements for travel to and from work, and for the accommodation of workers employed at a distance from their houses, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed.” [By ILO 1947](#)

1.3 OBJECTIVES OF LABOUR WELFARE

1. To provide better life and health to the workers.
2. To make the workers happy and satisfied.
3. To relieve workers from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers

1.4 CLASSIFICATION OF LABOUR WELFARE FACILITIES



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□ 1. Statutory Welfare Provisions

- Washing facility
- Facility for storing and drying clothes
- Facilities for sitting
- First aid appliances (150 workers)
- Canteen (250 workers)
- Shelters, Rest rooms and Lunch rooms (150 workers)
- Crèches (30 woman workers)
- Welfare Officers (500 workers)

1.4 CLASSIFICATION OF LABOUR WELFARE FACILITIES

□ 2. Voluntary Welfare Amenities :

- i) Educational Facilities
- ii) Transport Facilities
- iii) Recreational Facilities
- iv) Other Facilities

1.4 CLASSIFICATION OF LABOUR WELFARE FACILITIES

□ 3. Intra-Mural Activities :

- i. Latrines and urinals
- ii. Washing and bathing facilities
- iii. Creches
- iv. Rest-rooms, shelter and canteen
- v. Arrangement for drinking water
- vi. Health service including occupational safety
- vii. First-aid box and ambulance room
- viii. Uniforms, safety shoes protective safety equipment like goggle, shields, helmets, etc.
- ix. Provision for paid leaves, holidays, weekly off, etc. The above activities are 'Statutory' welfare activities.

1.4 CLASSIFICATION OF LABOUR WELFARE FACILITIES

□ 4. Extra-Mural Activities: (Voluntary)

- i. Provision for to and fro transport from work place.
- ii. Education facilities for employees' children
- iii. Housing
- iv. Community development activities
- v. Recreational facilities
- vi. Sports and cultural activities
- vii. Consumer's cooperative society/cooperative credit society/fair price shops
- viii. Holiday home
- ix. Medical facilities including family planning and child welfare
- x. Vocational training for dependents of workers
- xi. Welfare programme for women, youth and children

Mutual Welfare:

- i. Workers cooperative banks
- ii. Celebration of festivals
- iii. Reading rooms/library
- iv. Legal Help
- v. Course for women in sewing, embroidery, typewriting
- vi. Funds for contingencies like retirement, death unemployment, sickness
- vii. Social and cultural gatherings
- viii. Arrangement of in-door and outdoor sports
- ix. Dispensaries for workers/members of the unions

1.5 PRINCIPLES / APPROACHES TO LABOUR WELFARE

- i) Adequacy of wages**
- ii) Social responsibility of Industry**
- iii) Efficiency**
- iv) Totality of welfare**
- v) Co-ordination of Integration**
- vi) Responsibility**
- vii) Accountability/Evaluation**
- viii) Timeliness**

1.6 THEORIES OF LABOUR WELFARE

1. The Police Theory
2. The Religious Theory
3. The Philanthropic Theory
4. The Trusteeship Theory
5. The Placating Theory
6. The Public Relation Theory
7. The Functional Theory

1.7 HISTORY OF LABOUR WELFARE IN INDIA

- 1. Factory Commission, 1875**
- 2. The Indian Factories Act, 1881**
- 3. The Mulock Commission, 1884**
- 4. First World-War 1914**
- 5. International Labour Organization 1919 (I.L.O.)**
- 6. The Royal Commission on Labour, 1929**
- 7. The Factories Act, 1934**
- 8. Second World War/Labour Investigations Committee, 1944**
- 9. Rage Committee, 1944 and The Factories Act, 1948**
- 10. The Constitution of India, 1951**

1.7.1 Social Security: Concept and Evolution

1. The Employees' State Insurance Act, 1948
2. The Employees' Provident Funds and Miscellaneous Act, 1952
3. Employees' Family Pension Scheme, 1971
4. The Employees' Deposit-Linked Insurance Scheme, 1976
5. The Maternity Benefit Act, 1961
6. The Payment of Gratuity Act, 1972

Summary

- This unit has highlighted the need of these benefits and welfare measures from the viewpoint of the employee and the advantages that they may bring to enhance the efficiency, morale and productivity.

- • Labour welfare is an important dimension of industrial relation; labour welfare includes overall welfare facilities designed to take care of well-being of employee's and in order to increase their living standard.



Thank you!

Your valuable feedback is solicited

Please do write to;

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