CHAPTER - II
REVIEW OF LITERATURE

An attempt is made to study the literature in the area related to the present research problem to gain insight into Labour welfare. The literature connected to the research problem is in the nature of reports submitted by various enquiry commissions or committees, research studies & books.

A) Labour Welfare:

An investigation into the issues relating to wages and earnings, employment, housing and social conditions of workers was made by the Labour Investigation Committee, Popularly known as Rage Committee\(^1\). The committee went into the details of working conditions including welfare measures available to workers. In all, the committee covered 38 industries including mining and plantation. The committee observed that many recommendations of Royal Commission to reform labour conditions on plantations still remains unimplemented. It emphasized that the need, not only for extension of welfare measures which were till then confined only to a few urban centers to cover workers in large number of industries, mines, plantations and communications, but also for the attention of the government to the urgent need for laying down a definite minimum standard of welfare to be observed by employees and workers in different industries. The committee highlighted the need for strengthening of the enforcement machinery for effective implementation of the existing provisions which, in its opinion, would go a long way in bettering the conditions of workers.

A study based on a sample survey of manufacturing undertakings in Bombay, conducted by Zacharaiah\(^2\), covered welfare services and working conditions while surveying the factories affecting industrial relations. The study

\(^1\)Report of the Lab our Investigation Committee, Main Report, Government of India, Delhi 1946, P.8
observed that better working conditions and adequate provision of welfare services would contribute much too harmonious industrial relations.

A study team was set up by the Union Labour Ministry to look into the whole range of Labour welfare activities. The study team made recommendations on which the Labour welfare schemes in the 3rd Five Year Plan was based. The recommendations of the study team set the frame work for the formulation of the Labour policy in the 3rd Five Year Plan.

Welfare is a broad concept deferring to a state of living of an individual or group in a desirable relationship with the total environment - ecological, economic and social. Labour welfare includes both the social and economic contents of welfare and has both positive and negative aspects.

The concept of "labour welfare is necessarily elastic, bearing a different interpretation from country to country and time to time depending on different social systems, degree of industrialization and general level of social and economic development".

Giri offered a historical as well as analytical study of trade union movement, labour legislations, industrial disputes, wages etc.

Bureau, 1961, conducted a survey which showed a good deal of awareness on the part of the employees in the Jute Industry in the matter of providing welfare amenities to the workers and their children in the field of education. The survey revealed that the facilities extended by the Jute Mills are over and above the obligation put on employers under various enactments.

Briggs has studied that the emergence of the concept of welfare state is the legitimate culmination of the democratic process which emphasizes the value of equal right and privileges to all the citizens. A welfare state is a state in which centralized power is deliberately used to modify the play of market force in at least

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3 A Study team appointed by the Union Labour Ministry, “Examined the Entire Range of Welfare Activities”, 1960
three directions first by guaranteeing individuals and families a minimum income irrespective of the market value of their work. Second by narrowing the extent of insecurity by contingencies which lead other wise to individual and family crisis and third by ensuring that all citizens without distinction of status or class are offered the best standards available in relation to certain agreed range of social services.

Thakkar\(^8\) has made a study of the 15 mills in Bombay covering many aspects such as their scope, industrial relations, and union management relations.

Sivayya\(^9\) examined the human factor, growth of employee's organisation, organizational health as revealed by accidents, indiscipline, absenteeism, complaints and grievances, development and utilization of human resources, employees earning, strikes, role of trade union's and welfare amenities.

Malvaiya\(^10\) Committee reveals that the "Directive Principles of State Policy" as embodied in the constitution by special stress on the goal of the welfare state by directing the state to follow the certain principles which are essential to secure a social order for the promotion of the welfare of the people and envisages under Article 41 "That the state shall within the limits of its economic capacity and development, make effective provisions for security, the right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement. The underlying idea behind social security measures is that citizen who has contributed or in likely to his country welfare should be given protection against certain risks.

Saxena\(^11\) gave socio-economic background of workers in the five selected units in Meerut district and discusses promotion policies, training, transfer, welfare measures, bonus remuneration and the functioning of trade unions.

\(^9\)Sivayya K.V., “Industrial Relations in Shipping Industry” (Research Programmes Committee, Planning Commission of India, New Delhi, 1967)
\(^10\)Malviay Committee Report on Lab our Welfare 1969, P. 117
Krishna Murthy\textsuperscript{12} narrates the causes behind the unsatisfactory state of industrial relations and pleads for a more human treatment towards the workers. In India, labour welfare started in its broader meaning.

In the opinion of "Vaid K.N.\textsuperscript{13} labour policy should be based on the following four pillars. Promote economic development be in harmony with other areas of overall social policy have administration feasibility and reflect the dynamic and social change and value structure in the country and give direction to it.

Rudrabasavaraj's\textsuperscript{14} study of six public sector undertaking's i.e., airlines, fertilizer, heavy engineering, steel and oil employing about 2, 27,006 employees. The paper summarized that the personnel practices in the area of manpower selection and training, transfers, promotion and performance appraisals, communication, employee morale, wages and salary administration, employee welfare, union management relations, personnel organisation as obtaining in the sample industries.

With his rich and pioneering experience with the labour movement V.V. Giri\textsuperscript{15} has written with remarkable perception and insight on labour problems confronting Indian industry, on the Problems of Labour and their life and livelihood, their education and training, their unions, their co-operatives, their security, their employer problems and their relations with the government of a welfare state. He offered a historical as well as analytical study of trade union movement, labour legislation, social security and industrial hygiene, safety and welfare etc.,

The problems of industrial labour in Orissa during the post-independence period, specially from 1961-70, were brought to the lime-light by he study of Sahoo\textsuperscript{16} and Swarup. The study examined the efficiency of the steps taken by the management, workers themselves and the state government to solve the problems. On the Lab our welfare front, the study concluded that most of the managements consider expenditure on welfare activities as a total wastage and

\textsuperscript{12}Krishna Murthy K.S., “Industrial Relations in India”, Indian Management, July 1970, P. 44-46
\textsuperscript{13}Vaid K.N. “Lab our Welfare in India for industrial Relations” New Delhi, 1970, P.31
\textsuperscript{14}Rudrabasavaraj, M.N. “Personal Administration Practice in the Public Sector” Industrial Relations, 23(6), 1971, P. 112-123.
\textsuperscript{15}Giri.V.V. “Lab our Problems in Indian Industry” Asia Publishing House, Bombay, 1961
\textsuperscript{16}Sahoo and Swarup Chandra, “Problems of Industrial Lab our in Orissa”, Utkal University, 1972, P. 42-44
not as an investment and much window-dressing exists in the case of statutory welfare facilities. It further concluded that welfare activities of the state government are limited to housing and some socio-cultural activities. The multipurpose labour welfare centers are not functioning as expected.

At Ahmedabad, which is an important textile city in India, a study on workers need and welfare areas was conducted by Verma\textsuperscript{17}. The study concluded that the housing condition was bad and that they felt-need of the workers was particularly related to such facilities as sanitation, primary schools, co-operative housing society and vocational education.

Sharma\textsuperscript{18} made an analysis of the problems of industrial workers in India; Goyal\textsuperscript{19} reviews the Industrial relations policy through the five year plan.

A study conducted by Koshan\textsuperscript{20} pointed out that instead of statutory provisions and enforcing agencies in India, the welfare facilities were absent and the cement industry was the only one where provisions were adequately enforced. The study suggested that need for overhauling and tightening the machinery of inspection. Appointment of Welfare Inspectors for different industries, distinguishing the duties of Factory Inspectors from those of Welfare Inspectors to submit annual and quarterly reports and empowering the welfare inspectors to fine in case of default, were some of the steps suggested in this study.

Nigam\textsuperscript{21} observed the role to be played by labour and management with reference to the 20 points economic program me.

Ganju\textsuperscript{22} studied industrial relations in Paper Industry of Andhra Pradesh. Venkata Ratnam\textsuperscript{23} studied some aspects of human factor in Visakhapatnam Port.

\textsuperscript{17}Verma Pramod “Labour in a Textile City: A Case Study of Workers Needs and Welfare in India” Indian Institute of Management (IIM), Ahmedabad, 1973, P. 92-94.
\textsuperscript{18}Sharma B.R., “The Indian Industrial Workers, Delhi, Vikas Publishing House, 1974
\textsuperscript{19}Goyal R.C. “Industrial Relations Policy through the Five Year Plans”, Indian Journal of Public Administration, 20(3), July – September, 1974
\textsuperscript{21}Nigam K. “20 Points Programme: A Role of Labour and Management”, Indian Worker, Vol. 24, 26\textsuperscript{th} January, 1976, P. 14-15
The study discusses the growth and characteristics of human resources, work organisation and employment practices, unionism and union involvement, and union management relations.

Pandey\textsuperscript{24} has studied the status and the role of the welfare officer. He finds the existence of conflict between his ascribed status in terms of the statue and achieved status in his job performance. He makes some suggestions to avoid the role of ambiguity.

Carnoy\textsuperscript{25} Marten, a review of theoretical and empirical literature on segmented labour markets, and its implications for educational planning in education, work and employment.

Nagarathama\textsuperscript{26} highlights in her study, better industrial relations and different systems of personnel management.

Saigal\textsuperscript{27} argued in his study on "Dynamics of Labour Management Interaction" that a system of participative management can be profitably utilized as a means for promoting human relations and facilitate the greater emotional and physical involvement of workers. It results in the creation of working class more firmly committed to the industrial environment and one which promote amity and goodwill.

Singh and Sudha\textsuperscript{28} revealed the potential effect of need for achievement on the relationship between employee's performance and job-satisfaction.

An in-depth study on the purpose and cost of non-statutory welfare activities in organisation was highlighted by saiyanidin\textsuperscript{29}. Five public and six private sector organizations were selected for the study. The study brought out an

\textsuperscript{24}Baleswar Pandey “Status of Welfare Officer”, Indian Journal of Industrial Relations, vol.15(3), January 1980
\textsuperscript{27}Omes Saigal, “Dynamics of Lab our management Interactions”, 1982
\textsuperscript{28}Singh A.P., and Sudha Srivasthava, “Effects of need for Achievement on Job-Performance, Job – Satisfaction”, Industrial Relations, Vol. 18, January 1983
\textsuperscript{29}Saiyadin S Mirza, “Voluntary Welfare in India”, Lok Udyog, October 1983, P. 29-33
important conclusion that the most predominant theme in the minds of organizations, when they think of the voluntary welfare measures were not for output and efficiency but increasing loyalty and morale. In respect of cost, the study revealed that the public sector organizations spend more on welfare activities, as compared to private sector organizations.

While public sector spent more on transportation and recreation, private sector was found to be spending more on housing according to this study.

The general acceptance Encyclopedia\textsuperscript{30} reveals that Labor welfare has found at the present times has been preceded by a gradual evolution in different directions in different countries. Organized labor was suspicious of it as evidence of paternalism, "the welfare work obtained the sympathy of labour not until the content of welfare work had become integrated into the management structure and the term itself with its disagreeable connotations discarded".

The employee welfare measures or fringe benefits can loosely be defined by William A Delaney\textsuperscript{31} as all benefits that accrue to an employee over and above salary or wages. They include paid vacations, holidays and sick leave, health or life insurance benefits, paid tuition fee for advanced study, bonus, profit sharing and pensions.

Sharma\textsuperscript{32} gave a conclusion in his paper that management whether it is public or private sector are more concerned about the well being of their employees than looking after their social and psychological needs. Five variables i.e., grievance handling, recognition and appreciation, scope for advancement, monetary benefits and safety and security are the critical factors in supervisory management relations as revealed by this study. Based on these findings, Sharma opines that the private and public sector are similar in more significant ways in their man-management approach. Whatever differences are observed is quite superficial. In the end, the author has identified some of the areas which need modification in their system of man-management.

\textsuperscript{30}Encyclopedia of the Social Sciences, P. 397-98
\textsuperscript{32}Sharma B.R., “Man Management in India: Comparison of Public and Private Sector” Lok Udyog 17(9), 1983-84, P.7-16
Chopra\textsuperscript{33} described various strategies for healthy labour management and personnel relations. Jain\textsuperscript{34} gave various methods to maintain industrial peace.

A case study was made by Prayag Mehta\textsuperscript{35} on Central welfare organizations which are meant for the purpose of administering welfare funds created in India to provide welfare facilities with a view to improve the quality of organized and scattered workers like those in mica, iron and manganese ore, mines and beedi industry.

The study was undertaken to assess the effectiveness of the programmes for improving living standards and quality of life of the concerned workers, to find out the extent and needs at the various welfare programmes and to identify organizational and management problems related to the functioning of various welfare activities. The study identified the need for developing and integrated community health approach in various activities like family planning and nutrition and the need for appropriate programmes for welfare personnel including medical personnel.

According to this study, the housing and educational programmes indicated very little coverage and as such a need for more vigorous and innovative programmes was felt necessary. In regard to the welfare organizations, the study concluded that they needed urgent reorientation and reorganization with proper administration and organizational structure and management.

The study of Vishwan\textsuperscript{36} was concerned with the problems of Sugar Mill Industry in Bombay in respect of health, safety and working conditions.

Vijaya Raju\textsuperscript{37} studied industrial relations, workers management and union management relations in Cement Industry of Coastal Andhra Pradesh. Muni

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\textsuperscript{34}Jain R.C., “Path of Industrial Peace”, Indian Labour Journal Vol. 24(7), July 1984, P. 77
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Ramappa and Giri\textsuperscript{38} made an emphasis on life time employment, employees training, worker's participation in management and personnel management functions of the company.

Virmani\textsuperscript{39} conducted an analysis of twenty eight organizations in the country. He attempted to study an in-depth analysis of the participative management Vs Collective bargaining and found that "A lot of lip sympathy is paid to the introduction of participative management and on the other, there is a growing feeling among the trade unionists and managements that collective bargaining can itself be a system whereby the employees can have a say in the affairs of the management".

An analysis of the social and motivation basis of work in Tata Steel has been attempted by Pandey\textsuperscript{40}. " The analysis shifts the level from the organization to the individual and maps how the worker, the supervisor, and the manager located in various groups of 25 departments view the work, leadership nature of the job, incentives, communication, worker's involvement, target satisfaction etc., This sequential shift from the philosophy, heritage, technology, through organizational systems to individual level socio-motivational factors of work, is meant to give an elaborate account of human factors in Tata Steel."

According to Debi S.Saini\textsuperscript{41}, "the law of minimum conditions of employment is a very important branch of labour law. This is becoming more so in view of large scale tendencies of legislation rather than voluntarism dominating the labour policy spheres that are witnessed in the advanced world. The main objective of this branch of law is the provision and maintenance of certain minimum employment conditions in order to secure to working people a minimum dignity of work life. Though the present work seeks to judiciously select and abridge the path-breaking judgments in the law of working conditions, he has impressively put a sociological content in the precise but insightful introduction. It is thus a long-awaited casebook

\textsuperscript{38}Muni Ramappa C.M & Giri V.V., “Industrial Relations : A Futuristic View”, Economic Times, 9th November, 1988
\textsuperscript{40}Pandey S.N., “Human Side of the Tata Steel”, Tata MC Graw Hill Publishing Company Ltd., New Delhi, 1989, P.68
in the sphere of labour law in factories and other establishment. The author has selected and abridged innovative and important judgment delivered by the Indian Judiciary while interpreting the central labour laws. It helps in comprehending technical terms and positions, and objectives and schemes underlying various labour laws governing conditions of employment”.

Venkata Ratnam\textsuperscript{42} observed that, in the context of the emerging global economy and the I.L.O. Declaration on Fundamental Principles, it is neither desirable nor feasible to allow states to pursue competitive labour policies if it means undermining the basic rights of workers and goes against the concept of 'decent work'.

Abdul\textsuperscript{43} Studies that the psychologists and sociologists might suggest some deep seated reasons as to why companies find it necessary to provide such benefits for their employees. These relate to corporate conscience, humanitarianism, paternalism, corporate citizenship, and the like. Up to a point, such reasons may be perfectly valid. However, many of the benefits now provided are the results of external influences such as legal requirements, union demands, and competition for employers in a tight labour market.

Kuldeep Singh\textsuperscript{44} in his paper emphasizes on diversity, empowerment, shared vision, goals, objectives, continuous training, roles, responsibility and decision making all contribute towards making high performance of workers an encompassing entity equipped with necessary skills to perform entire work processes.

Malik\textsuperscript{45} has observed “the development of a nation is identified with maximum possible utilization of human resource in productive activities and its fullest possible development of skills, knowledge and capacities. In general, it includes developing physical and mental capabilities of people and their economic, social and political status, creating infrastructure for providing education, health care and social welfare and involving people in the development process through

\begin{itemize}
  \item Kuldeep Singh, “Building --, Indian Journal of Industrial Relations, Vol 37, October 2001, P. 271
\end{itemize}
participatory approaches. It is a broad concept covering all human choices in all societies at all stages of development”.

Sambasiva Rao\textsuperscript{46} has studied about welfare, health and safety measures of workers in the units of Ramakrishna, Durga Cement Factories in Guntur District of Andhra Pradesh.

Narayana Murthy\textsuperscript{47} has studied about labour welfare activities in the selected units of BHPV, FACOR and CHOCOS of Andhra Pradesh.

\section*{B) SOCIAL SECURITY:

The Labour Investigating Committee\textsuperscript{48} made a detailed study of the risks which bring about insecurity to the workers, and the need and methods for meeting such risks. Social security received greater importance in the post 1947 era, as free India included the provision of social security in the Directive Principles of State policy, which have been incorporated in the country’s constitution adopted in 1949. The establishment of the Employee’s State Insurance Scheme and the Coal Mines Provident Fund Scheme in the year 1948 provided material for research and at the same time encouraged the study of the need and feasibility of other programmes.

Kumarappa\textsuperscript{49}, Jagannadham\textsuperscript{50} and Mukherjee\textsuperscript{51} have stressed the need for a comprehensive system of social security and emphasized the programmes of assistance to the unemployed, the aged, the physically handicapped, the neglected, dependent children and women.

The International Labour Conference (I.L.C)\textsuperscript{52} held in Philadelphia in 1944 decided that all social security plans should attempt to provide curative and or

\textsuperscript{47}Narayana Murthy T. “Labour welfare activities in Indian Industrial organizations” and unpublished Ph.D. Thesis, Nagarjuna University, 1999
\textsuperscript{48}Government of India, “Report of the Labour Investigation Committee”, 1946
\textsuperscript{51}Mukerjee R.K., “The Indian Working Class” Hind Kitabs Bombay, 1954
\textsuperscript{52}International Labour Conference, “Approach to Social Security”, 1948, P.1
preventive medical care, income security in case of voluntary loss of income and a
grant of additional income to persons with dependants.

Venkata Rao and Rao M.N have written articles in the field of health and
work-injury insurance & Gazette and Mehta Publishes articles in the field of old
age and survivors insurance.

Myers discussed the labour problems caused by the industrializing
process and links the labour problems to the changing social, economic and
political institutions of India.

The Study group on Social Security submitted a significant report
recommending a unified system of social insurance for industrial workers, and the
conversion of the provident fund scheme into that of a gratuity cum-pension
scheme.

Mathai studied the aim and nature of the personnel management Singh explains that social security has been considered a device provided by society
against a number of insecurities among out of natural, social, individual and
economic causes.

The concept of social security is based on ideals of human dignity and
social justice. The underlying idea behind social security measures is that a citizen
who has contributed or is likely to contribute to his country's welfare should be
given protection against certain hazards.

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7(27), Sept. 1954, P. 31-35
54Rao M.N., Health Insurance in India”, Indian Finance Insurance Supplement, P. 33-44
55Madras Lab our Gazette, “Working of the E.P.F. Act and Scheme in the Rate of Contribution”, 12th April,
1959, P. 1-6
7, August , P. 27-31
57Myers C.A., Lab our Problems in the Industrialization of India (Harvard University Press, Cambridge,
1958)
59Mathai R.V “Personnel Management” Indian lab our Journal, 5th December, 1964
60Singh V.B and Saran A.K. Industrial Lab our of India Charter on patterns of Social Security 1964
61I.L.O. Approaches to Social Security, 1942, P. 80
The findings of the research efforts compiled by Hrishikesh\(^{62}\), explained the problems and developments of social security, in the context of economic backwardness and the requirements of economic development. Special attention was paid to the problems of Uttar Pradesh. The study concluded that social security measures promote the commitment of labour to industrial life, reduce absenteeism and encourage attitudes favorable to economic development while covering the major trends in the evolution of social security. It also attempted to assess the impact of the social security measures by investigating more than 500 workers, trade unions leaders, officers and administrative personnel.

A comparative study of Bhattacharya\(^{63}\) on the different phases of social security measures in India and in other developed countries was brought out. He concluded that social security measures introduced in India suffer from glaring gaps and the efforts of the government and the other employers were not co-ordinate. The study found that though the Government had taken up the question of protecting the interest of labour and had enacted a number of labour legislation's in the post independence era, a big gap did exist between the policy and its implementation. He suggested that the Government of India should set up a research center for an analytical study of the social security measures for millions of workers in the country on the field in the factories and in the mines.

The report prepared by the ILO\(^{64}\), for a developing country, it states that "Modern social security programmes may be regarded as devices to redistributed income within their field and according to their structure, may divert part of the fruits of current production for the benefit of injured workers, partly at the expense of their better paid colleagues; spread the social cost of widowhood, invalidity etc., more widely by appropriate tax measures; by the means by which the Industrial sector can directly assist the development of basic health services for the country at large and in general go some way towards redressing the economic imbalance in favor of the relatively under privileged."

It is also observed that neither workers' nor employers' organizations seem to prefer a devolution of powers to states in the matter of labour and labour management relations.

Jayaram\(^{65}\) said, in the light of globalization and liberalization, physical resources viz. finance, technology, raw materials will be available to all organization in equal measure and it is only the human resource, which will provide an organization with a cutting edge. The conferences aimed at bringing the academicians, entrepreneurs as well as the captain of the industry and students together and apply themselves in shaping the HR practices for 21st Century. The objective of the conference was to highlight the paramount importance of human resources in the new millennium.

Ghoshal\(^{66}\) in his study paper highlighted, "there is also a very close link between human resource development on the one hand and its development as workers on the other. Workers and their diverse problems connected with employment, working conditions, training, wages, bonus, housing, compensation, health, safety, welfare, social security, Industrial disputes and hosts of related matters of importance to labour fall with in the ambit of labour administration. Labour is a concurrent subject in Indian Constitution and Center-State coordination is the prime thrust of labour management."

The concept of security by Gerry Rodgers\(^{67}\), was not only about an individual's basic right to a decent and secure income and to lead a life free from exploitation and discrimination, but is also concerned with economic development and his participation in its benefits. Thus, the provision of social and economic security requires integrating an individual's rights with the benefits of development in a cohesive manner. This paper attempts to analyze and explore effective routes to security in different social and economic environments. Security is about both rights and livelihoods. It is labour rights to a decent, secure income, freedom from poverty, exploitation and discrimination, and the underlying rights of organisations and representation which permit these goals to be attained. But it is also about the

\(^{65}\) Jaya Ram S., "HRM in 21\textsuperscript{st} Century", HRD Times June, 2000, P. 40
development of stable and productive livelihoods, which means that it is also about economic development and the participation in its benefits. "The achievement of rights involves the development of both economic and social capability". Thus, rights and economic development go together - and the goal is surely their integration in a coherent framework.

Shanmugam's paper aims\(^6\) to assess the labor market implications of workers' compensation level, using the primary data on manufacturing industrial workers in Chennai, and job related injury risks provided by the Chief Inspector of Factories and State worker's formulas. The empirical results strongly support the hypotheses of positive compensating wage differentials for job injuries and negative trade-off between wages and compensation benefits. The value of injury risk is estimated to be Rs. 7632-00 to Rs. 11440. The result also show that benefit levels provided by the Employee's State Insurance Scheme and the Workmen's Compensation Act provide sub optimal levels of income insurance.

Madhavi\(^6\) starts with a review of the concepts of Social Justice and the Policies which are the instruments of Social Justice. It also reviews Social Security measures in India. A Survey was done of Industrial units in Hyderabad to evaluate the implementation of the various Social Security measures. This showed considerable variations across industries.

The study found by Ramana Murthy\(^7\) that in the case of public sector units, large private sector units and unionized factories, compensation was paid with little delay. But in the case of non-unionized factories in both the organised and unorganised sectors, there were delays in payment. This was mostly due to lack of records on age, wages and other employment particulars about the workers. A main contested issue was that of ownership of the unit concerned.

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\(^7\)Ramana Murthy, V.V., Compensation for Industrial Accidents in Hyderabad”, an unpublished Ph.D. thesis submitted, CESS Hyderabad, 2000
Most developed countries have government-operated or-supported programmes to provide all or most of the following\textsuperscript{71}: old-age pensions; unemployment benefit; family income support; facilities for the infirm or disabled; education; and health services. The mechanisms, eligibility, entitlements, coverage, administration, and leaves of benefits vary greatly, but nevertheless there is a considerable degree of support for those who may suffer deprivation or adversity. Concern and support for the deprived and destitute is by no means a modern phenomenon and to large extent current levels of support reflect a long history of social action.

Robin Burgess\textsuperscript{72}, “The paper examined a number of basic issues related to the provision of social security in developing countries. In particular, we have attempted to clarify what social security means, why public action in this field is important, who is best placed to carry out different types of social-security measures, and how social-security programmes can be implemented in practice. We hope that elements of the analysis we have provided for these difficult questions, taken together, constitute a useful framework for the study of social security in developing countries”.

Pranab Bardhan\textsuperscript{73} has opined in his paper, "If we cannot keep the distinction between the security of a particular job and economic security in general, in the end we will all lose in a global economy or keep the pretence of labour rights only for a tiny privileged group of workers, particularly in the public sector. We also have to pay along more attention to problems of devising policies that encourage more jobs for the unemployed and for those employed in the informal sector without necessarily endangering the income security of the already employed in the formal sector”.

\textsuperscript{71}Atkinson, A.B. “Poverty and Social Security”. Hemel Hempstead: Harvester Wheat sheaf, 1989
\textsuperscript{72}Robin Burgess, Nicholas Stern, “Social Security in Developing Countries, P. 71
\textsuperscript{73}Pranab Bardhan, “Social Justice in the Global Economy”, Economic and Political Weekly, February 3-10, 2001, P. 472
C) Trade Unions:

In India\textsuperscript{74}, similarly, that freedom of association includes the right to form a trade union with the object of collective bargaining. Collective bargaining is to primary object of a trade union as its dictionary meaning says: A Trade Union is thus defined as “an association of wage earners or salary men formed primarily for the purpose of collective action for forwarding or defense of its professional interests.

Mehta\textsuperscript{75}, in his paper, emphasized the need for a code of discipline to be observed both by the employers and the worker, in recognizing their rights and responsibilities towards each other, and their willingness to perform their obligations towards each other, with regard to collective bargaining. He explained at length the working of the code. He concluded that the code is not an alternative to something that had already existed. He also believed that the code acts as voluntary steps for a dispassionate discussion of their mutual differences and difficulties.

Labour Organization\textsuperscript{76} has attempted to assess the trade union situation by examine the quality of labour management relations, institutional arrangements available for collective bargaining and the extent of involvement of workers in decision making.

Sheth's\textsuperscript{77} paper has emphasized that “The union leaders contain warning signals against overemphasis on the role of workers and unions in judging shortcomings in performance. They argue that shortfalls in expected results could be due to leaders have accepted a positive role of unions in HRM-HRD and achievement of performance objectives”.

Duraisamy has stressed in his paper\textsuperscript{78}, "A politically important option in the coming decades will be to build on its established role in safeguarding social

\textsuperscript{74}Basu’s, Commentaries on the Constitution of India, 1975, P. 701
\textsuperscript{76}International Labour Organisation, “Trade Union Situation and Industrial Relations in Norway”, 1984
\textsuperscript{77}Sheth N. R. Trade Unions in Word and Deed”, IJIR, Vol. 37, October, 2001 , P. 281
cohesion”. This implies strategic orientation to the long-term goals of security, equity and justice for all in the world of work. The above goals are attainable through redistributive transfers, specifically aimed at correcting income inequalities and raising the level of social consumption. The strategies for reaching the goals need to be anchored in the mobilization of diverse interest groups in society on a political platform. An enduring niche for the labour movement in developing societies means a relentless pursuit of the redistributive agenda.

Srivastava has viewed79 "The democracy in trade unions may be spelt out in terms of active participation of its members in formulating, policies, decision-making, management of internal affairs of unions as well as the contribution, composition of various committees and distribution of duties to respective office-bearers of unions. Hence, the efficacy of democracy does not only depend on the strength of union membership but also on the quality of membership.

One way to promote union democracy is to introduce an element of professionalism within unions in matters such as the selection/election of union leaders, their succession planning, development of leadership potential among rank and file membership, etc.,

Harbhajan Singh has concluded80, "when unions and management's both focus on the organisation and believe that it is fountain head of prosperity and happiness of their lives, and consciously put in efforts to make it more profitable so that all stake holders can be extended due and rightful share, only then can the organisation survive the onslaught of today's competition".

80Harbhajan Singh and Niroop Mohanty, “The Role of Trade Union in Bringing about Performance Oriented Culture”, IJIR, Vol. 37, July 2001, P. 159
Summary:

The survey of literature provided above has helped in setting of objectives of the present study and guided for the design of the questionnaire to be canvassed among the selected sample workers. The review of literature cited above covered three distinct areas namely Labour welfare, social security and trade unions.

India being a welfare state wedded to the philosophy of socialistic pattern of society, it is imperative to have a contended workforce, enjoying a reasonable standard of living with adequate facilities and provisions for the well being of them. The absence of any comprehensive study in the area of welfare and social protection of workers in the study area of Andhra Pradesh and the growing employment opportunities thrown by the fast expanding private corporations in this region have encouraged the present study by me.

It is evident for the above literature that many efforts have been made to study the various aspects of welfare and security of labour.