CHAPTER III

LABOUR WELFARE- A CONCEPTUAL OVERVIEW.

3.1 INTRODUCTION

Labour welfare is a widely discussed topic even in this knowledge era where there is a illusion on reduced importance for the labour doing physical work. Every company having employees more than five hundred labourers are statutorily (Kapoor, 2001) required to appoint labour welfare officer in its concern to look after the fair treatment of labour. The knowledge era made every labour informed on their rights and educated them in this perspective. It is witnessed in present days that there are more awareness on the strikes and cases to sustain the labour welfare in industries as there are many violations in implementing labour welfare as per norms. However, it is surprising to understand that the labour welfare practices were present in India even during 500 B.C.

This chapter portrays the labour welfare in Indian scenario under the headings historical evidences, pre independence period and post independence period followed by labour welfare theories and status of labour welfare in Tamil Nadu. In addition this chapter throws light on Textiles Industry in India and also the status of labour welfare in textiles industry.

3.2 HISTORICAL EVIDENCES

Roger (2002) enumerates the practice of providing medical care, pension schemes for the labour, and even pension to the dependents of the labour as
welfare schemes during the period of 317-293 B.C which is described in Kawdiliya’s Arthasastra. It is also recorded that labour were been given rest period (Gupta, 1992) during the working hours depending on their work load. Kings like Askoha and Rajentira Choola III provided humpty number of welfare facilities to the labour. It is also evinced that early kings of India offered welfare to the labour through constructing hospitals, temples, courts, schools, and a many. On those days education for the labour was also considered to be an important. Though there were lots of evidences for welfare that were given to the labour there were also exemptions. Some rulers treated the labours as just like a machine (Srivastava, 2005) and some rulers were more selfish and treated labour in worst way and compensated them with a meager wage. From the evidences and the periods of the evidences it is understood that importance for labour welfare had a cyclic pattern and was related to the density of the availability of labour.

Thus it may be understood that labour welfare was there in different forms in different periods and what so ever the benefits given to the labour those were given out of the authorities’ mercy and not with a standard formula or with a legal system.

3.3 PRE INDEPENDENCE PERIOD

Setting up of large scale factories in India (Anilkumar, 2003) started from 1850. But this was confined to the textile industry. During this period, workers were unorganized and government also did not pay sufficient attention on the workers’ life. The question of labour welfare in India arose when the first industrial (Rajendrasharma, 1997) undertaking in India was established in 1854.
During the late 1800s cotton, textile, jute, and coal industries grown to a considerable extend and employed a sizeable proportion of the manual workforce. The industrial progress demanded more work from the labour and exploited them. Women and children were also not exempted from the exploitation. This exploitation was brought into the light by Major Moore in 1872 (Anilkumar, 2003) through a report titled “Administration of Bombay Textile Departments”. The report shocked everyone and been instrumental in evoking agitations from the public. The agitators (Arunkumar, 2000) demands for legislative provisions to protect the labour with regard to health and safety. A Brahmo Samaj preacher, Mr.P.C. Majumadar, established eight night schools for industrial workers of Bombay in 1872. In 1874, Miss Carpentar, founder of the National Independence Association of Bristol, visited India to enquire into the conditions of factory employees and published a report. This led the Government of Bombay to set up a factory commission in 1875.

The first labour strike was witnessed in the Empress Mills, Nagpur in 1877 demanding improvement in wages. Meantime, the Brahmo Samaj established a Working men’s Mission in 1878 in Calcutta which preached practical religion for working men and depressed classes to promote education and social welfare activities among the Jute Mill workers. Nine schools were also been established in Calcutta. A social servant Mr. Sasipada Banerjee (“Sasipada”, n.d) started the Baranagar Institute during the year 1878 with the objectives to fight for women labour education; widow-remarriage; and workmen’s movements. The continued agitations of labour in different locations and recommendations of Factory
Commission forced the British Government to bring about the passing of the factories Act in 1881. Further in 1885, the Fatal Accidents Act was passed to provide compensation to families for loss occasioned by the death of person caused by actionable wrong.

In 1890, the first international Labour Conference (“Labour Bureau,” n. d) met at Berlin, represented by 14 countries, and recommended the regulations for child labour and women. The Government of India was forced to amend the legislation in 1891 and to introduce protective clauses in respect of women and children. In 1905 (“Berne”, n.d) Swiss Government organized the Berne conference with an objective of making better working conditions and shorter hours of work where 15 European countries participated. In 1906 diplomatic conference was held at Berne to study the adoption of two international conventions (“International Labour” n. d). The former proposed to reduce the use of white phosphorus poison in the manufacture of matches and the later proposed to ban night shift for women labour in industries. Later, the Berne conference banned night work for young people and restricted ten hour working per day for adolescents and women. However, in India till 1920 no sensible social insurance movement has started. From 1920 onwards, International Labour Organization (ILO) played an important role towards the development of labour welfare. Under the banner of ILO, the problem of social security for labour was first discussed in 1920. The adoption by ILO of the first social security conventions in the late 1920s gave marked impetus to the world movement in the field of labour welfare.
ILO influenced the Government to formulate the Royal Commission on labour. After the First World War (1914-1918), Indian National Movement witnessed the growth of nationalism. Therefore, the British Government tried to please the labour class and passed Workmen’s Compensation Act, 1923 and Maternity Benefit Act, 1930. The Payment of Wage Act was passed by the Government in 1936 with the chief objective to regulate the payment of wage to employees and to prevent unauthorized deductions from the wages.

The Whitley Commission which was formulated in 1919 forced to look into the matters of industrial relation and conduction of regular meeting of labour and to insist the employers to take some suitable measures to restore health to the working class. The recommendations of the Whitley commission (Anilkumar, 2003) were considered by the Government of India in consultation with the Standing Advisory Committee of the labour and Industries Department. The Government agreed with a contributory medical scheme in which both employer and employee contributed towards the fund and made efforts to introduce Sickness Insurance in India. The Bombay textile Enquiry Committee, formulated in 1937, also recommended the (Sinha, 2006) formulation of health insurance scheme in which the employer, labour, and the state contributed towards the fund. In 1937, a contributory health insurance scheme was designed but it had no provision for medical benefit. In 1940, the first Labour Minister’s Conference found the idea of sickness benefit fund. The idea passed through the second Labour Minister’s Conference but no significant scheme was chalked out.
In 1943, the Government appointed a commission under the chairmanship of B.R. Ambedkar which submitted the report (Anilkumar, 2003) in 1944. The commission recommended the upper age limit of the employee as 60 years and the nature of employment was divided into three categories namely permanent, temporary, and casual. The employer has to pay contribution towards the insurance scheme for all the labour, while only permanent and temporary labour has to pay their contribution. The report of the commission recommended the British Indian Government (Haynes, 2012) to contribute two annas per labour, while the provincial Government to contribute six annas per labour. But there were discrepancies in implementing the scheme. During the period of Second World War, the labour does not get adequate welfare provisions which made them reluctant in production and war endeavor. The government felt the necessity to introduce measures to improve labour relations. After the Second World War (1939-1945), B.R. Ambedkar was appointed (Anilkumar, 2003) as a labour member of the Viceroy’s Council. Later in 1947 the Industrial Disputes Act was enacted. With the objective to make provisions for the investigation and settlement of industrial disputes.

3.4 POST-INDEPENDENCE PERIOD (After August 15, 1947)

3.4.1 Labour Welfare Fund till Five Year Plans

With the dawn of independence, welfare measures for upliftment of labour class were intensified. ILO, in the year 1948, implemented sick benefit in the name of the Employees State Insurance Act. The enactment of the Employee State Insurance Act marked the beginning of the era of social insurance of labour in
India. The Government in 1948, after incorporating certain modifications in existing Indian Factories Act, 1934 enacted the Act under the nomenclature “The Factories Act. 1948”. The main objective of the amendment is to regulate the conditions of work in manufacturing establishments and to guarantee enough health, safety, welfare measures, hours of work, leave with wages and weekly off-days for workmen employed therein. The Government enacted the Minimum Wage Act in 1948 with the objective to prevent exploitation of labour through the payment of unjustifiably low wages.

3.4.2 Labour Welfare during Five Year and Annual Plans

3.4.2.1. 1st Five Year Plan (1951-1956)

The first five year plan had the objective of agricultural development, increase in food production and full utilization of the raw materials based on Harrod-Domar Model (Krishna, 1996). In the labour front, the Employees provident fund act of 1952 was passed. Additional notable contributions during this period were the enactment of the Bombay Labour Welfare Fund Act of 1953 and the Assam Tea Plantation Act of 1955, along with the foundation and implementation of a subsidized (“1st five,” n.d) housing scheme for labour in 1952. A provision of ₹6.74 corers were made for labour and labour welfare programme implemented both by Central and State Governments. It laid emphasis on the development of welfare facilities for avoidance of industrial disputes and for creating mutual understanding between labour and employer. During this period the state Governments passed various laws regarding housing for industrial labour. The Plantation Act, 1951 was enacted to provide welfare to labour and to regulate
the conditions of work in plantations, which applies to the whole of India except the state of Jammu and Kashmir. Various welfare measures like canteen, crèche, recreational, educational, and medical facilities were addressed in this Act. The state government may also make rules requiring the employer to provide the worker with the prescribed amenities for the protection of workers from rain and cold.

The Government enacted the Employees Provident Fund and Miscellaneous Provision Act in 1952 to provide substantial measures of financial security and timely monetary assistance to the industrial workers and their families through the institution of compulsory provident funds.

The mines Act, 1952, which was enacted to amend and consolidate the law relating to the regulation of labour and safety in mines, came in to force with effect from July 1, 1952. The Act aims at providing safe as well as proper working conditions in mines and certain amenities to the workers employed in mines. The Act makes detailed provisions on health, safety and welfare, first-aid boxes, medical facilities, staff nurse, crèches, locker rooms, canteen, safety officer, etc.

3.4.2.2. 2nd Five Year Plan (1956-1961)

The second five year plan concentrated (Majid, 2009) on rapid industrialization. In, 948 Industrial Policy Resolution was revised and a new resolution of 1956 was adopted to attain rapid developments. Second five year plan focused on development of labour welfare. The Central and State Governments allotted ₹ 29 crores for labour development programme. The
insurance scheme framed under the Employee State Insurance Act of 1948 was revised to include sickness, maternity and employment injury to employee. The insurance (“2nd five” n.d) was extended to cover the medical benefits to worker the family members of the employee. The plan provides substantial amounts for housing industrial workers and persons in middle and low income groups. For industrial housing ₹50 cores are provided. There is a separate provision for the housing of plantation and mine workers. The Merchant Shipping Act, 1958 introduced with effect from January 1, 1961 encourage the development and ensure the efficient maintenance of an Indian mercantile marine, and to establish a National Shipping Board in order to provide registration of Indian ships. It generally controlled and consolidated the law relating to merchant shipping. The act creates provision for the supply of drinking water, supply of medicine, medical stores, and provision of medical advices, establishment of hotels, clubs, canteen and libraries.

The Motor Transport worker Act was passed in May 1961, and came in to force in all States and Union Territories before March 31, 1962, expect Jammu and Kashmir. The act had an objective to provide welfare to motor transport workers and regulate the conditions of their work. The Act provides detailed provisions for canteens, ventilated, uniforms, raincoat, washing allowance, and first aid facilities in every transport vehicle.

### 3.4.2.3. 3rd Five Year Plan (1961-1966)

The third five year plan had an objective to (Ramgopal, 1970) increase the National Income by 5 percent annually. During this period the government
implemented various statutory welfare provisions like the Maternity Benefit Act, 1961, the Apprentices Act, 1961, the Iron Ore Mines Labour Welfare Cess Act, 1961, and the Payment of Bonus Act, 1965. Some of the State Governments have also passed Labour Welfare fund Acts. Indian Government set up the committee on labour welfare under the chairmanship of R.K. Malviya. The committee reviewed the functioning of various statutory and non-statutory welfare schemes in industrial establishments both in public and private sectors. The third plan provided ₹71.08 crores for labour welfare. In this time the Central government ("3rd five," n.d) implements worker education through employers and workers organization. It is witnessed that during 3rd Five Year Plan all welfare facilities were been implemented more effectively. The national Commission on labour (1966-69) also covered several aspects of labour welfare schemes.

3.4.2.4 Annual Plans (1966-1969)

During 1966 to 1969, the Government had three annual plans that give more importance to irrigation and agriculture production. In 1968, the Government started National Textile Corporation.

3.4.2.5 4th Five Year Plan (1969-74)

The fourth five year plan achieved (Pande, 1988) an overall rate of growth of 5.7 per cent annually. The Craftsmen Training and Employment Service programmes which were treated as centrally sponsored schemes up to 1968-69 have been transferred to the States during the Fourth Plan. Provision of ₹39.90 crores have been made in the Fourth Plan ("4th five," n.d) for labour welfare and
draftsmen training programmes. Of this ₹10.00 crores were in the Central Plan, ₹27.02 crores in the State Plans and ₹2.88 crores in Union Territory Plans. To protect the interests of contract labour, the Contract Labour Regulation and Abolition Act of 1970 was passed. By means of this act, contractors are also required to undertake welfare activities for their workers. The National Commission on Labour under the Chairmanship of B.P. Gajendragudkra, former Chief Justice of India, was formulated in 1966. The report was submitted to the government on August 1969. The Contract Labour (Regulation and Abolition) Act, 1970 is enacted to regulate the employment of contract labour in certain establishments to provide for this abolition in certain circumstance. It extends to the whole of India and has come into force with effect from 10\textsuperscript{th} February 1971. The act provides provision for canteen where one hundred or more contract labourers are employed. Rest rooms, washing facilities, first aid and other facilities supply of drinking water, latrines, etc are the other provisions to be given to labours.

3.4.2.6. 5\textsuperscript{th} Five Year Plan (1974-1979)

The fifth five year plan was prepared with two main objectives namely removal of poverty (Garibi Hatao) and attainment of self reliance through-promotion of high rate of growth, better distribution of income, and a very significant growth in the domestic rate of savings. The fifth five year plan (Monappa, 1985) made a provision of ₹57 crores for the training of craftsmen employment service and labour welfare. In 1977-79, a provision (“5\textsuperscript{th} five,” n.d) of ₹10.17 crores allotted to the major on-going training institutions such as the
Central Staff Training and Research Institute, the Foreman Training Institute, and the Central Training Institutes for instructors. The plan proposed to increase the Advanced Training Institute; the expansion of the Apprenticeship Training programme; and Vocational Training in Women's occupations.

### 3.4.2.7. 6th Five Year Plan (1980-1985)

The sixth five year plan had objectives as- to increase (Meenakshi, 2007) national income; modernization of technology; ensuring continuous decrease in poverty and unemployment; and population control through family planning. The Employees State Insurance Scheme provides (“6th five”, n.d) for medical care, maternity care, insurance against sickness or employment injury and similar benefits. At the end of December, 1980 ESI scheme covered over six million workers in 408 centers; the total number of beneficiaries including family members was twenty seven million. The medical benefits under the Scheme are provided through the State Governments except in Delhi where it was provided by the Corporation directly. A phased programme for expansion of the scheme has been drawn up. However due to the availability of limited financial and physical resources, the State Governments face problems in expanding the scheme. The employees state insurance scheme (“Labour,” n.d), the employees provident fund, and the family pension scheme special programs also were undertaken by State Governments for the benefit of agricultural labour, artisans, handlooms weavers, fisherman, leather workers and other still unorganized workers. ₹161.9 crores is proposed for Labour and Labour Welfare programmes for the period 1980-85. The
central government allotted of ₹78.5 crores and the remaining ₹83.4 crores being accounted for by States and Union Territories.

3.4.2.8. 7th Five Year Plan (1985-1990)

The seventh five year plan stressed on the improvement in capacity utilization, efficiency and productivity in industries and others. During this plan, (“7th five,” n.d) the long term development strategy accorded the highest priority to creation of opportunities for productive employment for a continuously growing labour force. During this period, the Equal Remuneration (Amendment) Act, 1987 was passed. An outlay of ₹333.72 crores were provided for labour welfare during the seventh plan period.


Annual plans during these two years stressed labour welfare in view of safety, education, women labour, child labour, labour research (“7th five” n.d) etc. ₹17.82 crores and ₹19.14 crores have been provided for these schemes in 1990-1991, and in 1991-1992.

3.4.2.10. 8th five year plan (1992-1997)

The eighth five year plan had objectives as-economic growth; high growth of agriculture and allied sector; manufacturing sector; growth in exports and imports; and improvement in trade and current account deficit. The eighth five year plan stressed on developing labour quality, productivity, and skills; improving working conditions and provision of welfare; and social security measures, especially for those working in the unorganized sector. Programme were
conducted to improve skills; strengthening and modernization of employment service; promotion of industrial and mines safety; workers education; promotion of self-employment; rehabilitation of bonded labour; enforcement of labour laws especially those relating to unorganized labour and women and child labour; promotion of a healthy industrial relations situation; and encouragement of workers participation in management. During this five year plan, the Central Government ("8th five," n.d) allotted ₹451 crores and State government allotted ₹864.39 crores related to labour and labour welfare.

3.4.2.11. 9th Five Year Plan (1997-2002)

The ninth five year plan attempted to increase employment opportunities. One of the major concerns of the Government ("9th five," n.d) has been the improvement of labour welfare with increasing productivity and provision of a reasonable level of social security. The planning process attempts to create conditions for improvement in labour productivity and for provision of social security to supplement the operations of the labour. The second National Commission on Labour was set up under the Chairmanship of the Labour Minister Shri Virendra Verma in October 1999. The commission recommended rationalization of the existing laws relating to labour in the organized field, and umbrella legislation for ensuring a minimum level of protection to workers in the non union sector. Employee State Insurance scheme which was not applicable to non-power-using factories employing less than 20 persons now been attempted to extend it to all factories employing 5 or more persons in this time.
3.4.2.12. **10th Five Year Plan (2002-2007)**

The tenth five year plan included improving working conditions of labour, maintains of better industrial relations, stricter enforcement (Bishwa, et al., 2003) of existing labour laws, and launching of welfare activities for the benefit of all industrial workers and their families. The objective was not only to provide monetary benefits, to workers but also to ensure their health and safety during the course of employment. The Central and State government (“10th five,” n.d) allotted ₹28,000 crores for various welfare schemes.

3.4.2.13. **11th Five Year Plan (2007-2012)**

The eleventh five year plan has the objective to- Increase GDP growth to 10%; Increase the agricultural GDP growth to 4% per year to ensure a wider spread of benefits; Create 70 million new work opportunities; Augment minimum standards of education in primary school; Reduce infant mortality rate to 28 and malnutrition among children of age group 0-3 to half of its present level; Ensure electricity connection to all villages; and increase forest and tree cover by five percentage points. This plan attempts for the promotion of regular wage employment opportunities and addressing the continuing unmet needs of workers employed in unorganized sector enterprises. The various sub sector of labour and labour welfare expense of eleventh five year plan is ₹10, 379.00 lakhs. In this, the amount is distributed (“11th five,” n.d) to various scheme like craftsman training ₹9550 lakhs, employment activities ₹285 lakhs, labour commissioner office new building ₹459 lakhs, factories and boilers department activities ₹68 lakhs, bonded
labour rehabilitation activities ₹10 lakhs and manpower department activities ₹7 lakhs.

3.5 THEORIES OF LABOUR WELFARE


3.5.1 The Police Theory

The police theory (Agalgatti, 2008) is developed based on two assumptions: Man is selfish and self-centered, and always tries to achieve his own ends, even at the cost of the welfare of others; and without policing / compulsion, employers do not provide even the minimum welfare facilities for workers. The theory mainly stresses on a minimum standard of welfare which is necessary for labourers. According to this theory, the employer, owners, manager of industrial undertakings gets many opportunities for the exploitation of workers. The welfare state has, therefore to step in to prevent the exploitation and coerce industrialists to offer at least minimum standards of welfare to their workers. The police theory leads to-the passing of laws relating to the provision of minimum welfare for workers; Periodical supervision to ascertain that these welfare measures are provided and implemented; and Punishment of employers who evade or disobey
these laws. Laws are enacted to compel managements to provide minimum wages, congenial working conditions, reasonable hours of work, and social security. However in a country like India, where working conditions in many places are not at all congenial, and where the majority of workers are illiterate/ uneducated, a certain amount of coercion is essential in the interest of the working population. This commends the police theory as it ensures minimum necessary welfare.

3.5.2 The Religious Theory

The religious theory is based on the concept (Sivarathinmohan & Gosh, 2010) that man is essentially “a religious animal”. Activities of man are inspired by the religious sentiments and beliefs. The religious feelings may prompt an employer to take up welfare activities in the expectation of future well being of their life or after their life or as atonement for their sins. According to this theory, man is primarily concerned with own welfare, and only secondarily with the welfare of others. Many trust and charitable institutions in India function on the basis of the religious belief. Thus the benevolent acts of welfare are treated either as an investment or atonement. The religious basis of welfare is voluntary and not obligatory. Neither it is universal nor continuous.

3.5.3 The Philanthropic Theory

In Greek philos means loving and anthropes means man. Philanthropic theory (Meenakshi, 2007) is based on man’s love for mankind. It is one man’s desire to help the human by gifts, or through charity. This desire may be a rather powerful one and may impel human to perform noble sacrifices. In fact the labour
welfare movement began in the early years of the industrial revolution with the support of such philanthropists among the employers. The utilization of such philanthropic sentiments on the part of employers and others have worked well for time being and in select few occasions only.

3.5.4 The Trusteeship Theory

Trusteeship theory (Bosingh, 2008) is also called as paternalistic theory of labour welfare. The theory argues that workers like a minors they are ignorant because of lack of education, and are not able to look after their own interests. Employers have, therefore the moral responsibility to look after the interests of their wards, the workers. So the industrialist or employer holds the total industrial estate, properties, and profits accruing from them in trust. There is naturally no legal binding; but it inheres in a moral obligation. The main emphasis here is on the idea that employers should provide, out of the funds under their control, for the well being of their workers. Mahatma Gandhi very strongly advocated this trusteeship theory. The self reliant growth of the trade union movement is ignored in this theory although it may create a basis of good will between labour and management.

3.5.5 The Placating Theory

Placating theory (Anilkumar, 2003) is based on the assumption that labour groups are becoming demanding and militant, and are more conscious of their rights and privileges than ever before. According to this theory, timely and periodical acts of labour welfare programmes are just necessary to pacify by way
of friendly gesture. Psychologically, this theory is unsound, though it has often been acted upon to secure the workers co-operation.

3.5.6 The Public Relations Theory

Labour welfare programmes under public relations theory, (Aswathappa, 2011) work as a sort of advertisement and help an industrialist to build up and promote good and healthy public relations. This theory is based on the assumption that the labour welfare movement may be utilized to improve relations between management and labour. Exhibition of labour welfare programme may help an industrialist to project a good image of the company to the public. The sales as well as industrial relations may improve as a result of two fold benefit to the company. This kind of programme may also lack in sincerity and continuity. Many a time welfare may tend to become a publicity stunt.

3.5.7 The Functional Theory

Functional theory is also referred as efficiency theory. This theory views welfare work as a means to secure, preserve (Meenakshi, 2007) and develop the efficiency and productivity of labour. It is believed that when an employer takes good care of his workers, the workers tend to become more efficient and will thereby step up production. This increase in efficiency may help the workers to get better wages and perhaps, a share in the profit. The theory argues that higher production through better welfare will also encourage participation of workers in welfare programmes.
As no two persons think alike a philosopher, a philanthropist, a social worker, a trade unionist and the like may think and conceive the concept of labour welfare differently. Each theory is based on a truth. No one single theory articulates all the justification on reason. Each theory suits best to specific occasion. Taking all the theories together, they articulate, rationalize and pragmatism the labour welfarism.

3.6 LABOUR WELFARE AND GOVERNMENT OF TAMIL NADU

This section explains the role of Tamil Nadu State Government in maintaining industrial peace, industrial distress relief fund, and effective settlement of cases by the State government, role and functions of the Tamil Nadu Government. Labour welfare Board Government of Tamil Nadu Government always shows a keen interest to take care of the industrial employees in Tamil Nadu.

3.6.1 Labour Welfare Fund Act

Government of Tamil Nadu enacted the Labour Welfare Fund Act, as early as 1972 when neither the Central Government nor most of the State Governments enacted such legislation for the causes of laborers. This act is enacted to provide for the constitution (“TNLWFR,” 1973) of a fund for promoting the welfare of labour and for certain other matters connected therein. As per this act, the Government shall constitute a fund called the labour welfare fund. Contribution to the Fund by Employee and Employer (Sec 15) and rules 11(a): Every Employee contributes ₹7/- per year (initially ₹1) and every Employer in respect of and such
Employee, contributes ₹14/- per year to the Fund and the Government in respect of each such employee contributes ₹7/- per year (initially amount ₹2) to the Fund. Labour welfare fund constitutes contribution made by employers, employee and government, any voluntary donations, any unclaimed amount credited to the government in accordance with the rules made under the payment of wage act, 1936 and the minimum wage act, 1948, grants and advances made by the government, and all fines imposed and realized from employers by courts for violation of labour laws.

The government shall make grants or advance loans to the labour welfare board as and when necessary. The money available to the credit of the fund shall be utilized to defray the cost of carrying out measures, which may be specified by the government from time to time, to promote the welfare of the labourers and their dependents. The fund will be utilized for Community and social education centers; Vocational training; Community necessities; Entertainment and other forms of recreation; Holiday homes in health resorts; Part time employment for housewives employees; Pre-school; Nutrition’s food for employee children; Employment opportunities to the disabled employees or the widows of the deceased employees; and Such other objects as would in the opinion of the board, to improve the standard of living and education and ameliorate the social conditions of labour. There is also a stipulation that the fund shall not be utilized in financing any measure, which the employer is required under any law for the time being in force to carry out.
3.6.2 Tamil Nadu Labour Welfare Board

The Tamil Nadu labour welfare board is a statutory forum created under the Tamil Nadu Labour Welfare Fund Act, 1972 which will function under the chairmanship of the State Labour Minister. The board extends its activities into various welfare amenities to the workers and their families out of the labour welfare fund. The board is running 52 labour welfare centers throughout the state of Tamil Nadu in the places where concentration of labour is more. Tailoring classes for women dependents of workmen and kindergarten classes for the workers’ children are being run in these centers. The trainees are paid stipend and the children of the kindergarten school are provided with nutritious mid-day meals and milk. Such measures, as provided in the act relate to community and social education centers, vocational training, community necessities, (“Tamil Nadu” n.d) entertainment and other forms of recreation, convalescent homes for tuberculosis patients, holiday homes in health resorts, part time employment for housewives of employees, pre-school, nutrias food to children of employees, employment opportunities to the disabled employees, and such other object as would improve the standard of living and ameliorate the social conditions of labour.

3.7 INDIAN TEXTILE INDUSTRIES

One of the oldest industries in India is the cotton textile Industry. India has been (Mohana Kumar 1997) well known for the textile goods since very ancient times. The traditional textile industry of India was virtually decayed during the colonial regime. The modern textile industry took birth in India in the early nineteenth century when the first textile mill in the country was established at fort
gloster near Calcutta in 1818. The first cotton textile mill of Bombay was established in 1854 by a parsi cotton merchant then engaged in overseas and internal trade. Really, the vast majority of the early mills were the handiwork of parsi merchants engaged in yarn and cloth trade at home and Chinese and African markets.

In 1900 the cotton textile industry was in bad state due to the great deprivation and a number of mills of Bombay and Ahmedabad were to be closed for long period. The two world wars and the Swadeshi movement motivate the Indian textile industry. During the Second World War, textile import from Japan was completely stopped. This brought about an unprecedented growth of the industry in India. The textiles mills (Chellasamy, n.d) increased from 178 with 4.05 lakh looms in 190 to 249 mills with 13.35 lakh looms in 1921 and further to 396 mills with over 20 lakh looms in 1941. By 1945 there were 417 mills employing 5.10 lakh workers. The swadeshi movement further stimulated demand for Indian textile in the country. After independence, the cotton textile industry made rapid strides under the five year plans. In 1951 to 1982 the total number of spindles doubled from 11 million to 22 million. It increased further to well over 26 million by 1989-90. The Indian textile industry contributes 20 percent to the industrial production, 18 percent employment generation and foreign exchange earnings 9 percent of excise collection, nearly 20 percent to the country’s total export earning and 4 percent to the Gross Domestic product.
3.8 TEXTILE INDUSTRY IN TAMIL NADU

The textile industry of Tamil Nadu has the distinction of being the forerunner to the industrial development of the state. The textile industry plays a significant role in the economy of the state and the export market of this industry is a source for earning foreign exchange. Various sector of this industry, viz. handloom, power loom, spinning, processing, Knitwear and Garment production serve as a major employment provider to the qualified as well as ordinary public. The spinning industry is one of the largest private sector industries in the state in terms of income, employment and output. The first cotton textile mill that was setup in this state was the Buckingham mill at Madras city in 1877. In 1881, the Carnatic mill was established. The industry is highly located in a few districts like Coimbatore, Madurai, Tirunelveli, Virudhunagar and Chennai. There are 3039 large, medium and small spinning mills in India, of which, 1248 are located in Tamil Nadu. The spinning mills in the state comprise 18 co-operative spinning mills (5 running), 17 National Textile corporation mills (8 running), and 845 private mills (including 27 composite mills). The spinning mills provide employment for around 2.11 lakh persons (“Textile,” n.d). The capacity of the spinning mills in the state is around 14.74 million spindles. The state produces about 1516 million kg of spun yarn per year and this is about 40% of the spun yarn produced per year in the entire nation. The textile industry in the private sector has very important role to play Tamil Nadu economic and commercial activities.
3.9 AVAILABLE FACILITIES FOR LABOUR IN INDIAN COTTON TEXTILE MILLS

All the cotton mills have provided dispensaries, crèches, canteens, grain shop facilities and ambulance. Some mills have opened boarding houses where cheap meals are provided. Many of the mills conduct literacy classes. Sports clubs and gymnasia for the workers are also provided. The mill owners associations organize drama training courses and inter mill sports tournaments. Some mills maintain hospitals. Wherever, there are women workers, crèches have been provided. Some mills provided milk, cod-liver oil, orange juice to the children of the workers. Bathing facilities also provided with hot and cold water. Some mills have made excellent arrangements of medical aid to their workers. However, in the cotton industry, the standard of welfare amenities provided differs from mill to mill. Some mills provide only the facilities required by law, whereas some mills have undertaken welfare activities on an extensive scale and much in advance of what the law requires.

3.10 CONCLUSION

In this chapter discussed labour welfare historical evidence, labour welfare conceptual in pre independence and post independence periods, labour welfare theories, labour welfare activities in Tamil Nadu, profile of the Indian textile industry, Tamil Nadu textile industry and available facilities for labour Indian in cotton textiles.