(B) Labour Welfare Measures (Voluntary)

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CHAPTER - VI

(B) Labour Welfare Measures (Voluntary)

Introduction:

The basic amenities and facilities for housing recreation canteens provisions for maternity and sickness benefits accident benefits safety measures water supply washing facilities latrines and urinals\(^1\) educational facilities for worker's children arrangements for travel to and from place of work to their homes provisions made for social security measures like provident fund pension fund gratuity family pension Insurance including Deposit Linked Insurance\(^2\) (DLI) etc. are to be provided to all permanent workers by their employers. The amenities and welfare activities arise as a matter of right for their sacrifice wholeheartedly for the benefit of the industry and partly as a matter of voluntary contribution or payment or awarded sometimes in cash sometimes in kind and sometimes as both cash and kind. India being a democratic republic, having an independent constitution of her own the right to work right to speak right to welfare to her citizens are provided as

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fundamental rights under the "Directive Principle of State Policy". As such "Welfare of Labourers" arises as a matter of fundamental right provided in the constitution although the welfare concept arose only after 1947 when India became Independent from the clutches of British rule of more than 200 years.

Voluntary Welfare activities:

All welfare activities undertaken by respective employer's for the benefit of their workers voluntarily are called voluntary welfare activities. The International Labour Organisation (ILO) has recommended the following welfare activities under this category, i.e. Extra-mural activities like- Maternity benefits, Social Insurance measures including gratuity, pension, provident fund, benevolent fund, medical facilities including programmes for physical fitness and efficiency educational facilities including adult education housing facilities recreation facilities including sports and games holiday and leave travel facilities worker's co-operative thrift and credit societies vocational training for dependents of workers other programmes for the welfare of women and children and transport to and from the place of work.

3. Basu D.D.(Dr.) - The Constitutional Law of India P-140
4. Tyagi, B.P.(Dr.)-Labour Economics & Social Welfare P-650
The following are the benefits and advantages derived due to the implementation of welfare scheme:\(^5\):

(a) In making the services in industries attractive to workers.

(b) In creating a permanent labour force

(c) In reducing labour turnover and absenteeism

(d) In improving the efficiency of workers and

(e) In improving the relation between employers and employees.

Thus the industrial relation between employers and employees makes the atmosphere in the industry peaceful and harmonious leading to increases in the efficiency of workers. The workers are attracted towards the industry by favourable welfare activities provided to them and turnover and absenteeism are reduced to minimum which otherwise cause anxiety to employers.

The Labour Welfare activities are based on the following conditions:--

The minimum standard of labour welfare is very much essential. But the owners or management being self-centred and selfish often try to exploit the welfare activities of the workers. The State Government has to come forward to

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5. ibid P-657
apply the constitutional provisions of Directive principles of State Policy by framing or enacting laws to speed up the welfare activities to labourers. The Government may direct the management to pay minimum wages and to provide congenial working conditions, and social security to every worker.

In our country the Charitable institutions and trusts has been providing welfare activities to workers and other needy people and treated as an investment. These services or activities are voluntary in nature.

Again the human being has a natural instinct to love mankind. The sufferings of one human being can not be endured by others (i.e. human being) and as such people try to remove those sufferings or difficulties and promote their well-being. They perform noble sacrifices for their fellow citizen. This natural urge leads the employers to take up welfare activities for their employee's benefits.

Voluntary labour welfare measures:

Some of the voluntary welfare measures undertaken in the tea plantation areas in Assam by the owners of the gardens. As such to get an idea about the voluntary welfare activities information were collected through the questionnaire canvassed to the sample gardens and on the basis of information received, the data is being presented in a tabular form in Table Nos. 7.1 and 7.2:
Voluntary Labour Welfare measures provided to workers by owners of 19 sample Joint Stock company of Dibrugarh district on the basis of field survey information collected are tabulated below:

Table No. 6.1 (B)

<table>
<thead>
<tr>
<th>Classification</th>
<th>No.</th>
<th>Housing Accommodation</th>
<th>Houserent paid to non resident</th>
<th>Supply of tea@500gms.</th>
<th>Canteen facility</th>
<th>Crèche facility</th>
<th>Recreational facility</th>
<th>Educational facility to Children</th>
<th>Supply of protective clothing</th>
<th>Remark</th>
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<td>paid to 606</td>
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<td>Provid</td>
<td>Provid</td>
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<td>Provided</td>
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<td>4</td>
<td>286</td>
<td>non</td>
<td>348</td>
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<td>6</td>
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<td>resident</td>
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<td>7</td>
<td>477</td>
<td>permanent</td>
<td>447</td>
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<tr>
<td>8</td>
<td>956</td>
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<td>20</td>
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<td>23</td>
<td>263</td>
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<td>316</td>
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<td>Mask=60 numbers regard.</td>
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<td>Total</td>
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<td>12,505</td>
<td>22715</td>
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<td></td>
<td>Source: Compiled from Field Survey data.</td>
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Voluntary Labour Welfare measures provided to workers in tea plantation Industry of Dibrugarh district, Assam by 9 Private Companies are as follows:

Table No. 6.2 (B)

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<tr>
<th>Classification</th>
<th>Cod No.</th>
<th>Housing Accommodation</th>
<th>Houserent paid to non resident</th>
<th>Supply of tea@ 600gms.</th>
<th>Canteen facility</th>
<th>Crèche facility</th>
<th>Recreational facility</th>
<th>Educational facility to Children</th>
<th>Supply of protective clothing</th>
<th>Remark</th>
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<td>1</td>
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<tr>
<td>Pvt. Co.</td>
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<td>13</td>
<td>Paid to non resident</td>
<td>394</td>
<td>Provided</td>
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<td>Total</td>
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</tbody>
</table>

Source: Compiled from Field Survey data.
It is observed from the above tables (i.e. Table No.7.1 & 7.2) that the voluntary labour welfare measures viz. Housing accommodation, house rent to permanent non resident workers @ Rs.35/- per head per month, supply of protective clothing's canteen facilities creche facilities recreational facilities educational facilities to the children of the workers supply of black tea at the rate of 600 gms. per family at regular intervals are provided in all 28 sample tea gardens. Apart from all these materials the code No.22 sample garden has provided hand-gloves gamboots and masks to the workers which is an exception in this respect. The housing accommodation has been provided to 12,505, families and as many as 22,715 families have been provided with black tea at the rate of 600 gm. per family at regular intervals by 19 Joint Stock company gardens.

It is further observed from the above tables (i.e. Table No.7.1 & 7.2) that all the above mentioned voluntary labour welfare measures have been provided by 9 private company sample tea gardens in the district. The housing accommodation has been provided to 2093 families by 9 private company tea gardens and black tea at the same rate of 600gm. has been provided to 6,274 workers at regular intervals. Thus both Private and Joint Stock company's 28 sample gardens have provided almost all voluntary labour welfare benefits in the district and this has helped the workers on improving their standard of living.
Welfare work by employers:

The welfare work up to two decades of the present century was practically nil but, from the second world war the factory owners particularly the ordinance factories for the production of war ammunitions and other productions started few welfare measures for the workers to boost up war productions. Prior to second world war the welfare works deemed to be barren liability by industrialists and employers.

In Bombay the TATA group of industries started a medical unit in 1918 and now the same unit is converted into an industrial health department.

The Calico Mills in Ahmedabad appointed a Doctor in 1915 and opened a medical unit for the first time. The employers encouraged women workers by paying Rs.50/- per head for going to maternity home.

The Delhi Cloth Mills (Lala Shri Ram) started housing provisions to their workers in 1920 as a happy beginning to welfare works.

6. Tyagi, B.P. (Dr.)- Labour Economics & Social Welfare
7. ibid
In the meantime few other employers like Birla Mills in Delhi, British India Corporation in Kanpur, the Empress Mills in Nagpur, Binny Mills in Madras, Tata Steel Company in Jamshedpur (TISCO) already started welfare activities for their workers. The Royal Commission on Labour in India 1931 mentioned in their report welfare activities carried on by above industries for their respective workers.

The employer's association like Bombay Mill Owners Association, Indian Jute Mills Association have started welfare works particularly Sports activities volleyball, badminton and wrestling among the workers in their locality as a recreational measures. Other welfare measures like free distribution of milk to worker's children and their mother baby shows classes organised for the benefit of the workers their families and children.

According to Labour Welfare Committee's Report 1969 (i.e. Malaviya Committee 1969) the welfare activities are provided by employers of large and medium size industrial organisations for the benefits of their workers included canteens medical care housing recreational and cultural activities.

8. ibid P-710
The employers of small scale industrial organisations are providing only minimum necessities to their respective workers but no other welfare works. The welfare works like-canteens medical care housing, recreational and cultural activities have been provided by big organisations.

The Indian Cottom Textile Industry has provided canteen facilities at subsidised rates for more than one hundred years. The industry employs more than one million workers. Some of the industries also provided creche facilities where there were 50 or more women workers. Again some others provided co-operative credit societies Fair price shops where essential goods like rice wheat, edible oils tea and washing shops were sold to workers at "no profit no loss" basis. Further in some other industries welfare facilities like ambulance rooms dispensaries local doctors for providing medical assistance to workers who might be suffering were provided.

Apart from these activities few other cotton industries provided housing facilities indoor and outdoor games cultural activities dramatic performances annual sports festivals workers' education pre-primary and primary schools for workers' children free supply of books pencils and other stationary and free education.

9. ibid P-711
The Employee's Provident Fund Act 1952 and Employees State Insurance Act 1948 provided social security measures to those workers apart from above welfare activities. Again some other employers provided gratuity to their workers.

Jute Mills Industry:

The welfare activities have been provided to workers of the Jute Mills Industry on a joint basis. The Indian Jute Mills Association, Calcutta provided welfare activities like indoor and outdoor games, reading rooms, libraries, radio sets, physical cultural classes, drama and cultural programmes and training classes in crafts. The canteens, cinema shows, recreational activities, free education to workers' children, adult education, housing, creche, and medical assistance were welfare activities provided to workers under supervisions of the Jute Mills Association. The employers and the worker's association jointly took keen interest for the welfare of the workers and their families.

Wollen Textile Mills:

The welfare activities provided by Employers on an extensive basis are provision of free education to the children up to upper primary standard, free medical aid in dispensaries, recreational facilities like indoor and outdoor

10. Tyagi, B.P. (Dr.) Labour Economics and Social Welfare
games cultural programmes tournaments reading rooms library and canteen particularly in industries like Dhariwal the Kanpur Woollen Mills, the Mahalakshmi Woollen Mills Bombay and Lal Imli Woollen Mills. The social and religious functions are performed by all workers collectively on a co-operative basis with great enthusiasm.

The welfare activities carried on by cement sugar engineering iron and steel industries and gold mines are same like these carried on by woollen and cotton textile industries in varying degrees from unit to unit and industry to industry.

The Tata Iron and Steel Company (TISCO) provided high standard welfare facilities like well-equipped hospitals having a large number of beds qualified medical experts nurses primary and secondary schools gymnasium indoor and outdoor games, Canteens creches, co-operative stores housing accommodations up-to 68%, maternity benefits child welfare Employees Insurance Schemes (ESI) provident fund and pension fund. According to Malaviya Committee 1969 report TISCO has been spending at the rate of Rs.433.32p. per worker per year on non-statutory welfare activities. The TISCO has been employing 38,000 workers in their establishments.

12. ibid
13. Tyagi, B.P.(Dr.) Labour Economics & Social Welfare
Moreover TISCO has been paying necessary cash benefits to the distressed and disabled workers who have been suffering from prolonged illness or from accident grants for blood transfusion stipends to meritorious students and interests free loans to deserving employees.

The other Iron and Steel Companies like Indian Iron and Steel Company Bokaro Steel Plant Rourkela Steel Plant, Visveswarya Iron and Steel Company Ltd., Bhadrawati and Bhillai Steel Plant have been providing welfare facilities to their respective company workers depending on their own welfare programmes. Almost all welfare activities are carried on or provided to workers of Coal Mica Iron ore Manganese ore Lime Stone and Dolomite mines by creating welfare funds for such purposes.

In Gold mines apart from those welfare activities other welfare activities provided are free education to worker's children part time classes to workers under workers education scheme. The workers who attend such classes are paid at the rate of Rs.25/- per head and an advance of Rs.45/- and leave for five days with full wages and an educational tour after completion of training. Further the workers are given mid day meals and tea at subsidised rates in their canteens.

14. ibid P-716
The Plantation, Labour Act, 1951, with Assam Plantation, Labour Rules 1956:

In Tea Plantation Industry in Assam the welfare amenities like drinking water, medical aid, housing accommodations, education to worker's children, recreational facilities, maternity and sickness benefits are provided to their workers. The Social Security measures like provident fund, Pension fund, including family pension, insurance benefits, deposit-linked Insurance Scheme and gratuity are provided to the tea plantation workers under the Plantation Labour Act 1951 and Assam Plantations Labour Rules 1956[^15] by Tea Plantation Employer's of Assam. Similar benefits have been extended to plantation labourers in other parts of the country.

In states like Tamil Nadu, Assam, Karnataka, Bihar and Uttar Pradesh latrines have been provided for each householder separately. The latrines are usually Kucha pit latrine with or without roof overhead.

For treatment of workers and their family members almost all tea gardens of Assam, Karnataka, Kerala, Tamil Nadu, Tripura and West Bengal have hospitals equipped with necessary instruments qualified medical practitioners particularly in large and medium size tea plantations. But the tea planters of Himachal Pradesh have been appointing part-time medical practitioners/vaids for treatment of workers[^16].

[^15]: ibid P-722
[^16]: Tyagi, B.P. (Dr.)-Labour Economics and Social Welfare P-722
The recreational facilities have been provided by employers of tea plantations in Assam with the exceptions of small tea plantations. All recreational centres have been provided with radio sets and limited number of indoor and outdoor games and sports materials. Again each tea garden have been maintaining primary schools for adults under "Worker's education programme" to eradicate illiteracy among workers. In Himachal Pradesh and Tripura the recreational facilities have been running satisfactorily.

The United Planter's Association of Southern India (UPASI):

All tea plantations of Kerala, Karnataka and Tamil Nadu are affiliated members of the United Planter's Association of Southern India (UPASI) have been providing welfare amenities to their workers like housing accommodation to hundred percent workers, educational facilities, medical and health care, drinking water facilities, protective clothing and other facilities for entertainment and recreational facilities to worker.

Indian Tea Planter's Association (ITPA):

The tea plantation of Assam Jalpaiguri and Terrai(Darjeeling) under the jurisdiction of Indian Tea Planter's Association have been providing welfare amenities like cinema shows, indoor and outdoor games, theotrical

17. ibid P-723
performances jatras magic shows Durga Puja Kali Puja Karam Puja Tushu Puja and jhumur are celebrated collectively in their respective tea gardens every year. The club houses provided with radio set and in some cases T.V. sets, books, library facilities indoor and outdoor games for recreational purposes.

The Railways:

The Labour Welfare amenities provided to the huge labour force of the Indian Railways are educational facilities for the employees' children and their dependents, canteen facilities co-operative credit societies hospitals equipped with modern instruments and medical professional personnels and free medicines sports and games leave travel concessions provident fund gratuity, pension housing accommodation fitted with electricity and so on. The Railway authority maintained a fund under the title "Staff Benefit Fund" for financing the following welfare activities:

1. assistance to employees in distress.
2. schemes for releif to the sick and child welfare.
3. education of staff and their children.
4. provision for various recreational facilities.

The welfare activities may take shape in providing assistance to labourers suffering from accident or some other misfortune in the form of cash or kind.

18. Tyagi, B.P.(Dr.)-Labour Economics and Social Welfare P-724
CHAPTER - VII

Agencies for Labour Welfare and its implementation

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* Welfare works by Central Government 210
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Map of Contents of Map of Assam

Assam

Map of Assam showing the Branch Offices of ACMS and the Central Office location
CHAPTER VII

Agencies for Labour welfare and its implementation.

Introduction:

The implementation of various welfare activities included in various industries, commercial establishments, and tea plantation industry in the country, have been undertaken by various agencies or authorities like Central Government, State Government, Employers, the Trade Unions, the Municipalities and other Social agencies for greater interest of the labour community on the one hand and of the employees on the other. The standard of welfare activities is provided in various Acts of the State and Central Governments viz - The Assam Plantation Labour Act 1951, Assam Tea Plantation Provident Fund and Pension Fund and Insurance Fund Scheme Act 1955, for the benefits of the workers.

The following are the main agencies involved in rendering welfare activities.

1. Welfare work by Central Government
2. Welfare work by State Government
3. Welfare work by Employers
4. Welfare work by Trade Unions
5. Welfare work by Municipalities and
6. Welfare work by Social Agencies.¹

¹ Tyagi, B.P. (Dr.) Labour Economics & Social Welfare P-696
Agencies for Labour Welfare Works:

1. Welfare work by Central Government:

In 1946 the Government of India introduced a new welfare scheme for the benefit of industrial workers and for this purpose, a fund was created from Govt. grants, fines, rebates, cinema shows, dramas, profits from canteens and so on for financing the welfare schemes.

Again in 1948 the Factories Act was passed providing for safety measures in factories for industrial workers and their health. Under this Act provisions were made for welfare activities like washing facilities, first aid appliances, canteens, rest shelters, creches and seating arrangements for workers.

The International Labour Organisation (ILO) made provisions for welfare activities like canteen facilities, rest and recreational facilities, sanitary and medical facilities, arrangements for travel to and from their works and such other amenities for improving the working conditions of works of the whole globe member countries.

The State Government have been empowered to make suitable provisions for drying of wet cloths keeping cloths of workers in working places and to make such rules which will be beneficial to workers.

2. ibid P-697
The Central Government enacted the "Plantation Labour Act 1951" making provisions for health and welfare to the plantation workers. Assam Tea Plantation Employees Welfare Fund Act 1959 enacted by the Parliament and came into force from the middle of 1960. Again, for covering the tea plantation employees with housing accommodations, the Central Government have enacted a new scheme (i.e. Act) viz. Plantation Labour Housing Scheme 1956.

Under the above schemes, amenities included are drinking water canteens, creches, medical aid and treatments, housing accommodations, maternity benefits, education to children of plantation workers, social security measures like, Provident Fund, Pension including family pension schemes and gratuity.

In 1952 the Central Government passed the Mines Act 1952 making provisions for health safety and welfare measures for mine workers of the country.

In 1946 the Central Government, enacted the Mica Mines Labour Welfare Fund Act 1946 made elaborate welfare activities to Mica mine workers. For this purpose a Fund was created by levying 6½ % ad valoram custom duty on micas has been utilised for various welfare amenities to mica workers in the country.

3. ibid P-697
4. ibid P-697
The Coal Mines Labour Welfare Act 1947 was passed by the Central Government in 1947 making provisions for housing accommodations and welfare amenities for the coal mine workers in the whole country. For such purpose a fund has been created for financing the housing and other welfare activities to the coal mine workers in the country.


The Merchant Shipping Act 1923 was amended in 1948 making welfare amenities for the seamen. The National Welfare Board was constituted for promoting welfare activities to the seamen.

The Indian Railways Act 1980 was enacted by the Central Government making provision for constituting similar welfare Boards for promotion of various welfare activities for their vast army of labourers in the whole country. The Railways maintained fully equipped hospitals dispensaries housing accommodations maternity and child welfare centres

5. ibid P-699
6. Mamoria & Doshi-Labour Problem and Welfare in India P-318
scattered all over the country. Apart from these, the Indian Railways offered a number of other welfare amenities like Co-operative credit societies, leave travel concessions, water supply, electricity, pension, gratuity and so on.

The employees state Insurance Act 1948 (i.e. Act 34 of 1948) was enacted by the parliament in order to provide financial assistance to sufferers who may suffer due to any industrial accident that may took place either partial total or any limb and the mode of payments have been made accordingly. Under this scheme fivefold benefits have been provided Viz. (1) Sickness (2) Maternity (3) Disablement (4) dependent and (5) medical benefits.

Again in order to make uniform payment of wages to industrial workers including plantation workers the Central Government passed the "Minimum wages Act 1948" and the act is applicable in the whole country except Jammu & Kashmir.

As labourers are part and parcel of all industrial and commercial organisations including tea plantations they should be paid a part of net profits by the management and with this aim in view the payment of Bonus Act 1965 has been enacted and applicable in the whole country. Thus the Central Government have enacted a good.

7. Tyagi,B.P.(Dr) Labour Economics & Social welfare P - 702
8. Mamoria & Doshi - Labour Problems and social Welfare in India P - 360
number of Acts in various fields—establishment, industrial organisations including tea plantations covering various subjects and kinds like medical benefits, housing facilities, water supply, maternity and sickness benefits, Provident Fund, pension Fund, including family pension fund, gratuity, Insurance benefits and so on for the welfare and social security measures to workers after retirement from services. The Central Government have been performing the agency functions in between employer's and employees.

Table No. 7.1

Implementation of various statutory welfare measures in 28 sampled gardens in Dibrugarh district are as follows:

<table>
<thead>
<tr>
<th>No. &amp; Classes of tea Gardens</th>
<th>Supply of Ration (Value in Rs.)</th>
<th>Housing Accommodations (No. of beneficiaries)</th>
<th>No.of P.F. A/c</th>
<th>No.of Pension Cases</th>
<th>Amount paid</th>
<th>Maternity (No. of Cases)</th>
<th>Sickness (Benefits provided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
<td>(6)</td>
<td>(7)</td>
<td>(8)</td>
</tr>
<tr>
<td>9 Pvt. Co. Total</td>
<td>30,07,776</td>
<td>2,033</td>
<td>4,696</td>
<td>277</td>
<td>9,78,184</td>
<td>2,440</td>
<td>2,269</td>
</tr>
<tr>
<td>19 JSC Total</td>
<td>176,20,655</td>
<td>13,817</td>
<td>19,761</td>
<td>535</td>
<td>18,13,912</td>
<td>8,734</td>
<td>8,734</td>
</tr>
<tr>
<td>Grand Total</td>
<td>206,28,431</td>
<td>15,910</td>
<td>24,457</td>
<td>812</td>
<td>27,92,096</td>
<td>11,174</td>
<td>11,003</td>
</tr>
</tbody>
</table>

Source: Compiled from field survey data.
From the above table it is observed that the various welfare schemes which are implemented in the tea plantation industry of Assam particularly in 28 sampled gardens of Dibrugarh district by 9 private company (i.e. Pvt. Co.) gardens and 19 Joint Stock Company (JSC) gardens the break-up figures are supply of ration by Pvt. Co. is Rs. 30,07,776, JSC Rs. 176,20,655. the total comes to Rs. 2,06,28,431. Housing accommodation - Pvt. Co. - 2,093, JSC - 13,817 families and total comes to 15,910; Provident Fund (P.F.) Account- 4,696 in 9 Pvt. Co., 19,761 accounts in 19 JSC and total comes to 24,457 number of accounts, in Pension account-277 workers of Pvt. Co. received Rs. 9,78,184; 535 workers received Rs. 18,13,912 and total comes to Rs. 27,92,096 received by 812 workers during that period. Under the Maternity heading 2,440 women workers received in 9 Pvt. Co and 8734 women workers received in 19 JSC gardens and total comes to 11,174 workers. Similarly sickness benefits provided to 2269 workers by 9 Pvt. Co. and 8,734 workers by 19 JSC gardens and total comes to 11,003 workers during that period.

Thus all other statutory welfare amenities have been extended to tea plantation workers of Assam. The plantation workers are receiving the benefits provided under the various legislative measures.
Welfare works done by State Government:

It is no denying that the workers are the backbone of all industries including tea plantations of the country and apart from payment of wages to workers the security and welfare activities are most important. The State Government have been realising the importance and as such have been making various welfare activities and social security provisions in a wide range of subjects in conformity with the changing situations and provisions both statutory and non-statutory from time to time as and when necessity arises. The Government of Assam has created a statutory fund for financing the welfare activities to the tea plantation workers. The ever growing industries including tea plantations, on a large-scale in this dynamic world and ever changing price structures leads to changes in the standards of living of agricultural and industrial workers.

The Fund was created as per the provisions of the "Assam Plantation Employees Welfare Fund Act 1959", from fines realised from employees grants from Central and State Governments, the Tea Board, unclaimed wages and donations.

9. Tyagi, B.P.(Dr.)-Labour Economics and Social Welfare P - 708
The Fund has been utilised in financing welfare activities to plantation workers like - training in subsidiary occupations adult education and literacy drives community and social education centres (like Mezenga Community Centre) games and sports tours excursions, holiday home cottage and home industries for women and employees in the state.


In other states and Union Territories of the country also have been created by their respective states of the country similar to that of Assam, Punjab, Mysore, Maharashtra and Gujarat pattern. The welfare activities are provided or rendered to their respective states or union territories worker's viz. Indoor and outdoor games cultural activities, gymnasium, wrestling pits, children sports, adult education, education to children, library and

\(^{10}\) ibid P - 708
reading rooms, vocational training, cultural programmes, training in tailoring, sewing, embroidery, weaving, knitting, leather and handicrafts, medical aid, maternity and child welfare activities. Through approved centres located and spread over their respective States and Union territories the concerned State Governments run or administer those centres for their respective specific welfare activities amongst needy workers.

Thus the concerned State Governments are performing the agency functions in rendering above welfare activities including the State of Assam.

Welfare works done by Employers:

Considering the importance of labourers in tea plantation industry the employers have to initiate the Welfare and Social Security measures and motivate the workers to increase their efficiency and productivity. Every employer has to realise that the amount spent on labour welfare activities are wise investments which will definitely contribute to increase in efficiency and productivity. Unfortunately up-to first two decades of the present century vast majority of employers of industries including tea plantation in our country regarded welfare work as a barren liability and as such very few industries believed in welfare activities. The Calico Mills in
Ahmedabad. Tata Group of Industries. Bombay, Lala Shriram of Delhi Cloth Mills\textsuperscript{11} were exceptions in this regard. The employers of those industries, initiated welfare works like, medical services rendered by medical professionals in Calico Mills which was started in 1915 maternity home for women workers and cash incentive of Rs. 50/- to each women worker for going to maternity home in the early parts of present century.

Similarly Tata Group of Industries started a medical unit in 1918 in Bombay which was now converted into a big industrial health Department, Lala Shriram of Delhi Cloth Mills initiated housing accommodations for their workers in 1920 and other welfare activities\textsuperscript{12}. In meantime several welfare activities have been provided by industrial employers like Birla Mills in Delhi, British India Corporation in Kanpur, the Empress Mills in Nagpur, the Binny Mills in Madras and Tata Steel Company (TISCO) in Jamshedpur for their workers. The Royal Commission on Labour 1931\textsuperscript{13} clearly mentioned in their reports about welfare activities rendered by above industrial organisations.

\begin{itemize}
\item \textsuperscript{11} Tyagi,B.P.(Dr.)-Labour Economics and Social Welfare P - 709
\item \textsuperscript{12} ibid P - 709
\item \textsuperscript{13} ibid P - 709
\end{itemize}
Few prominent Employers' Associations like Indian Jute Mills Association and Bombay Mill owners Associations initiated welfare activities like volleyball, badminton, wrestling for recreation of workers and indoor games, education to children, baby shows by woman corners and free distribution of milk to mother and children.

In the Cotton Textile Industries, the employers have provided welfare activities like canteens, water supply, co-operative credit societies, fair price shops, medical facilities, recreational facilities, creche, maternity benefits to women workers, dispensaries, ambulance rooms, sports clubs and gymnasium, education for children and boarding houses also for them. Apart from these amenities the statutory social security measures like Provident Fund, Pension Fund and gratuity benefits have been provided. The Employees State Insurance Scheme have been provided accordingly.

In fair price shops essential articles like - rice, atta, sugar, edible oils, tea and washing soaps, have been supplying to workers at "no profit no loss" basis.

Similarly more or less welfare amenities have been provided by employers of Jute Mill Industries, Woollen Textile Mills, Cement Industries, Sugar Industries, Engineering Industries, Iron and Steel Industries, Like
Bokaro Steel Plant, Rourkela Steel Plant, Durgapur Steel Plant, Visveswarya Iron and Steel Company, Bhilai Steel Plant, mining industries, like Bharat Gold Mines, Hutti Gold Mines, the Indian Railways and the Plantation Industry including tea¹⁴ coffee and rubber have been providing welfare amenities to their workers.

The employers of tea plantation industry are providing drinking water, conservancy, medical aid, housing accommodation, education - both adult education and education to worker's children, recreational facilities for both indoor and outdoor games, theatrical performances.

The religious functions like Durga Puja Kali Puja Karam Puja Tushu Puja Club houses library radio set in library or club houses are various welfare amenities provided to their workers statutorily and non-statutorily according to the Plantation Labour Act 1951.

The tea planters associations like Indian Tea Planters Association, the United Planters Association of Southern India (UPASI), the Tea Board are providing welfare activities to the workers of tea plantations in various manner and fields.

¹⁴. Tyagi, B.P. (Dr.) Labour Economics & Social Welfare
Welfare works done by Trade Unions:

To serve the common interests of worker members the trade union organisations are formed by workers themselves by selecting or electing few leaders from among themselves on term basis e.g., for one year, two or three years, as the case may be. The security in their services, rules and regulations, working conditions, wages, welfare works, co-operation between workers and management are among their interested subjects. As such trade union organisation can play an important and vital role in providing welfare activities both Intra-mural and Extra-mural works that is activities inside and outside the factory.

One of the unique trade union organisations is the Textile Labour Association of Ahmedabad (TLA)\textsuperscript{15} are rendering welfare work in a wide range of activities like slum area cleaning with 250 fully trained volunteer's force housing drainage, bathrooms, water supply, diet, health needs, street lighting, children's education, indebtedness, rights and obligations of workers.

The TLA are serving the workers as well as other citizens particularly education hygiene sanitation health thrift and social habits. The 60\% to 80\% of their

\textsuperscript{15} Tyagi, B.P. (Dr.) - Labour Economics & Social Welfare P - 724
income are spending on welfare activities to their workers covering a wide range of welfare activities. The TLA are running 5 (five) dispenseries\textsuperscript{16} one Allopathic, one Homeopathic and three Ayurvedic in different localities according to the needs and have a maternity home for women workers. The TLA has been spending a huge amount on the health and sanitation including environmental activities. The TLA is running a number of training schools, like type-writing, tailoring, embroidery, sewing, weaving in working class localities and libraries, reading rooms and night schools for workers.

Moreover TLA has provided welfare activities like Polio, BCG, T.T, DTP to children as preventive measures against whooping cough, tetanus, polio, diphtheria and so on.

The co-operative banks established and run by the TLA for the benefit of the workers. The Consumer's co-operative supply the essential food and other items to workers at fair price. The TLA also help the members at the time of industrial dispute that may arise between worker's and the management.

The Mill Mazdoor Union of Indore\textsuperscript{17} a worker's union has been running Bal Kanya and Mahila Mandirs for

\begin{tabular}{lll}
16. & ibid & P - 725 \\
17. & ibid & P - 726 \\
\end{tabular}
rendering welfare activities like education to children, training classes in tailoring, embroidery, knitting, spinning, hygiene and childcare, night classes, reading rooms, library, indoor and outdoor games.

The Indian Railway's Mazdoor Union has organised welfare activities like retirement, death, unemployment, sickness and other contingencies by providing financial assistance from the fund created by the Union for such purposes.

The Indian Federation of Labour has organised 48 Labour welfare centres for providing various welfare activities like social and cultural activities, indoor and outdoor games, medical, educational and recreational activities.

The Indian National Trade Union Congress (INTUC) a trade union organisation at the central level was organised in 1947. This trade union was organised under the influence of Indian National Congress and as such all industrial disputes should be settled peacefully in a co-ordinated way. The main aims and objects of the Union were to eliminate social, economic and political exploitation's of the workers, remove inequality from the society as well as anti-social concentration of powers to co-operate in materialising the Five Year plans and maintaining better industrial relations in the country. It is the biggest

18. ibid P - 727
Trade Union organisation with Gandhian ideology which believes in peaceful solution of all problems and industrial disputes. The strength of the Union was more than 13 lakhs members from 1,165 trade Union organisations in 1968. The trade Union has been initiating labour welfare programmes among workers including tea plantations in Assam in implementing welfare programmes.

Assam Chah Mazdoor Sangha (ACMS):

A trade union was formed in Assam for tea plantation industry workers and registered under the Indian Trade Union Act 1926. The Assam Chah Mazdoor Sangha (ACMS) came into being in 1958 by unifying the district-wise Chah Mazdoor Sanghas.

The Head-quarters of the organisation were established at Jiban Phukan Nagar Dibrugarh Town, Dibrugarh. The organisation is formed on a three tire basis viz. (1) Primary (unit) level at the grass-root level (2) district or circle level and (3) State level.

This is a democratic form of trade union organisation affiliated to the INTUC a parent body at the All India level.

19. Mehrotra S.N. (Dr.) Labour Problems in India P - 165
20. Ghatowar P.S. (Secy) ACMS, Dt. March 17, 1981 P - 3
There are twenty one Branches in Assam each has been functioning within jurisdictions demarcated according to local conditions. Every plantation unit is regarded as Primary unit which forms the base of the trade union organisation. The ACMS is the mouth piece of the tea plantation industry in the State and is successfully carrying on its functions particularly for serving the member unit's workers on all matters of their interests common good and various welfare activities\(^21\). The Sangha is trying their best to maintain industrial peace and harmony in the whole plantation industry in the state settling all industrial disputes amicably as a "Grievance-Settlement Machinery"\(^22\) in a democratic system of functioning.

At the initiation of the ACMS all tea plantation employer's Association viz. Leading Planter's associations are :-

ABITA - Assam Branch of Indian Tea Association
TAI - Tea Association of India
BCP - Bharatiya Chah Parishad
ATPA - Assam Tea Planters Association
ITA - Indian Tea Association
NETA - North Eastern Tea Association

\(^{21}\) Bilateral Agreement
\(^{22}\) ibid
The union entered into several wage agreements as well as other mutual understandings as a result of which eliminated almost all differences of opinions and avoiding industrial strike or lock out thereby.

The ACMS has been successful in entering into agreements with their employers association for payment of Profit-Bonus to workers\(^{23}\) for the first time in the history of tea plantation industry after the enactment of the Payment of Bonus Act 1965.

Moreover the ACMS have arrived at industry-wise agreements with the Tea Plantation Employer's Association for additional employment of 25,000 workers\(^{24}\) in 1978 and materialised in due course.

Further the ACMS entered into collective agreements with tea plantation employers and fulfilled the following for the first time:

(a) Paid Festival holiday
(b) Free supply of fuel oil, firewood and
(c) Free supply of black tea to workers

The ACMS could realise the above welfare activities from their respective employers and introduced

\(^{23}\) Ghatowar, P.S. Joint Secretary- ACMS published in the bulletin dated 17.03.81 from Dibrugarh P - 3

\(^{24}\) Ibid P - 35
these schemes for the first time in the history of tea plantation industry in 1954, 1963 and 1965 respectively.

The ACMS established a good number of consumers Co-operative stores in the whole plantation industry areas of Assam to give relief from price rise of essential food and other items of daily common use.

The ACMS has established a Central Co-operative society under title "Assam Tea Employees Industrial Co-operative Society Ltd." (ATEICOL) initially with 48,000 members exclusively for tea plantation employees only with a share capital of Rs. 48,00,000. The Sangha runs a tea plantations called "WOKA" on Co-operative basis, having 500 hectares of land under tea plantations and by workers themselves which is first of its kind in the state.

Another important achievements in the field of welfare activities to workers the ACMS have successfully produced two films viz. (1) Kesa Son (Pure Gold) and (2) Rantanlal. In these two films welfare activities like family planning adult education health hygiene consequences of unconstitutional and direct hasty actions and sponsoring of co-operative movement have been focussed. It was widely acclaimed by press, the public as well as the workers. The

25. Ghatowar, P.S., Joint Secretary, ACMS
26. ibid
second film "Ratanlal" was exhibited in the "Rashtrapati Bhawan", New Delhi and was admired by all section of the viewers.

The ACMS has been organising cultural activities and has been holding competition among tea plantation workers like Jhumur and other cultural activities in the annual conferences held every year regularly.

The ACMS gives financial assistance to students of University College and Schools hailing from tea garden workers families for carrying on their various courses of higher studies.

Last but not the least the ACMS is running a Training Institute at Dibrugarh town and imparting training to girls of tea plantations community in the state in weaving tailoring knitting and embroidery.

The Unions are trying their best to discharge the duties and responsibilities vested upon them. It is their earnest endeavour to maintain unity and discipline in the whole tea plantation in the state for greater interest. They have been maintaining the spirit of "oneness" as a
harmonious whole and have been trying to avoid all kinds of
differences of opinion between management and employees at
all cost.

Labour Welfare works by Municipality:

The Bombay Municipal Corporation has set up 15
welfare centres in greater Bombay city through which
welfare activities like co-operative societies educational
facilities nursery schools indoor and outdoor games film
shows maternity benefits have been provided to workers.

In Madras city also the Municipal corporation
has set up welfare centres and provided welfare
facilities like night schools creche, canteens co-operative
credit society and served the workers. The facilities like
play-ground nurses attendants bathroom toys are provided in
creche for worker's children's.

In Calcutta city the municipal corporation has
provided similar welfare activities to their workers. The
Municipal Corporation of Delhi Ajmer Kanpur and all other
municipal corporations and municipalities of Indian cities
and towns have been providing similar welfare activities to
their respective workers.

28. Ghatowar, P.S., Joint Secretary, ACMS
29. Tyagi, B.P. (Dr.) Labour Economics & Social Welfare
Welfare Works by Social Agencies:

Labour Welfare works by Voluntary organisations (Social agencies)

The Voluntary organisations like, Hindustan Mazdoor Sevak Sangha and Assam Seva Samity\(^{30}\) have rendered welfare activities to tea plantation and other industrial workers particularly social moral and economic welfare activities for their welfare and upliftment. The Government of Assam has encouraged such voluntary organisations by adopting such policies to serve the workers better.

In greater Bombay city the Bombay Social Service League\(^{31}\) a voluntary organisation has provided welfare amenities to workers like - running night schools, libraries, recreational facilities, sports co-operative societies, promoted public health and boy scouts movements.

The Y.M.C.A. Bombay Presidency worker's council Maternity and Infant welfare Association and the Depressed Classes Mission Society\(^{32}\) is rendering voluntary welfare services to the industrial workers.

Thus it is observed that, there are numerous such voluntary organisations in the country rendering welfare activities for the up-liftment and well-being of the down-trodden classes of workers to maintain their standard of living in the society.

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30. ibid P - 728
31. ibid P - 728
32. ibid P - 728