CHAPTER - IV

LABOUR WELFARE MEASURES - A THEORETICAL PERSPECTIVE
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4.1 INTRODUCTION

This chapter deals with a theoretical perspective of labour welfare measures that are being introduced by companies. This will state the meaning and importance of labour welfare and along with it, the need for trade unions and the relevance of industrial relations are also included.

4.2 LABOUR WELFARE

In the report II of the ILO' Asian Regional Conference it has been stated that workers welfare may, be understood to mean such services, facilities and amenities which may be established outside or in the vicinity of the undertaking to enable the person employed there in to perform their work in healthy and congenial surroundings and to provide them with amenities conducive to good health and high morale.

Another ILO (SEA) Sessions held at New Delhi in 1974 in which Sharma R.N. in his study pointed out that workers welfare was understood as meaning such services, facilities and amenities which may be established in, or in the vicinity of undertaking to enable persons employed there in to perform their

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work in healthy congenial surroundings and to provide them with amenities conducive to good health and good morale.\textsuperscript{1}

The Rege Committee Report submitted to the Government of India in 1949 said we prefer to include under welfare activities anything done for intellectual, physical, moral and economic betterment of workers whether by employer, Government or other agencies, over and above that provided by Law or under some contract and what is normally expected as a part of the contract service.\textsuperscript{2}

According to Royal Commission on Labour (1931) contents of labour welfare programmes are necessarily elastic, differing from country to country, according to different social customs, degree of industrialisation and the level of educational development.

The welfare is a desirable state of existence of involving the physical, mental, moral and emotional well being as the basic structure of welfare.\textsuperscript{3}

Dr. B. R. Seth observed it as “the case majority of industrials in India still regard welfare work as a barren liability rather than a wise investment.

Zachariah viewed that the strategic consideration in union management relations might have impelled the employer to launch programmes of welfare
activities. Apart from this motivating factors arising from the presence of labour unions, enlightened management soon came to realize that well planned welfare programmes helped to enhance profits. The welfare activities reflecting improved health and increased happiness of the work proved to be a real incentive to high productivity.⁴

P. Ghosh pin points that the aims and objectives of welfare activities are partly humanitarian to enable workers to enjoy a fuller and richer life and partly to develop among them a sense of responsibility and dignity; and thus make them worthy citizens of the nation. Another important object is to fulfill the future needs and aspirations of labour output.

According to A.M. Sharma (1981) the scope of labour welfare has been described by workers and institutions of different shades differently. Labour welfare services should include all extramural and intramural welfare work statutory and non statutory welfare facilities undertaken by the employers. Government, Trade Unions or voluntary organizations and also social security measures which contribute to workers welfare such as industrial health, insurance, Provident Fund, Gratuity benefits, women’s compensations, retirement benefits and the like.
The concept of labour welfare originated in the desire for a humanitarian approach to ameliorate the sufferings of the working class. Latter it becomes a utilization philosophy, which worked as motivating force for the labour and for those who were interested in it.\textsuperscript{5}

Friedlender defines social welfare as “the organised system of social services and institutions designed to aid individuals and groups to attain satisfying standards of life and health, and personal and social relationships which permit them to develop their full capacities and to promote; their well being in harmony with the needs of their facilities and the community.”\textsuperscript{6}

According to N.M. Joshi welfare work “covers all the efforts, which employers make for the benefit of their employers over and above the minimum standards of working conditions fixed by the Factories Act and over and above the provisions of the social legislations providing against accident, old age, unemployment and sickness.”\textsuperscript{7}

Labour welfare means the adoption of measures to promote the physical, social, psychological and general well being of the working population. Welfare works in any industry aims or should aim at improving the working and living conditions of workers; and their families. The term labour welfare is very
comprehensive and includes various types of activities undertaken for the economic, social, intellectual or moral benefit of the labour community.

The concept of labour welfare however is flexible, elastic and differs from time to time, region to region, industry to industry and country to country depending upon the value system, level of education, social customs degree of industrilization and general standard of the socio-economic development of the people. It is also related to the political situation in a country. Further it depends upon the kinds of problems with which society is confronted as well as on the structure of the industry. It is molded according to the age-group, sex, socio-cultural background, marital status, economic status and educational level of employees in the various industry. This nature of the concept of welfare makes it very difficult for us to give a precise, about inclusive single definition of the phrase.

4.3 CONCEPTS OF LABOUR WELFARE

The term welfare suggests many ideas, meanings such as the state of well being health, happiness, prosperity and development of the human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence, involving,
the physical, mental moral and emotional well-being. All these form elements together constitute the structure of welfare of which its totality is based.

The social concept of welfare implies the welfare of man, his family and his community. There is interconnection among these three aspects, in the sense that all the three work together or individually supplement one another in a three dimensional approach each mentally serving as ends and means.

Labour welfare has both positive and; negative sides associated it. On the positive sides, it deals with the provisions of opportunities which enable the worker and his family to lead a good life socially and personally, as well as help him; adjust in social transaction in regard to his work life, family life and social life. On the negative, sides labour welfare functions in order to neutralize the baneful effects to undesirable social consequences and labour problems, which have evolved in the process of these transactions.

4.3.1 Definition of Labour Welfare

Labour welfare has been defined in various ways through unfortunately no single definition has found universal acceptance.

According to the Oxford Dictionary, (Encyclopedia of social sciences) labour welfare may be defined as the voluntary efforts of employers within the
existing industrial system, working and sometimes living and cultural conditions of employees beyond what is required by law, the customs of the industry and the conditions of the market.

4.3.2 Objectives of Labour Welfare Measures

The objectives of labour welfare measures are partly humanitarian partly economic and partly civic. It is humanitarian, as it aims at providing certain facilities and amenities of life to the workers, which they themselves can provide. It is economic because it improves the efficiency of the workers and keep the workers contended and minimize the chance of the conflict. It is civic because it is a measure to promote a sense of responsibility and dignity among the workers and to make them better citizens. Initially, humanitarian or social awareness motivated labour welfare activities.

Labour welfare measures are often undertaken with a view avoiding payment of tax on surplus and simultaneously building up better relations with employees. The desire to show off and advertise the concern for labour or also factors which play their part in persuading employers to go in for labour welfare schemes. If an organization gets interested in labour welfare and initiates measures for this purpose other organizations spread of labour welfare movements, in and around that particular area.
4.3.3 Scope of Labour Welfare Measures

While expressing its interpretation regarding the scope of labour welfare the ILO has observed: "the terms in one which lends itself to various interpretations and it; has not always the same; significance in different countries. Sometimes the concept is a very wide one and is more or less synonymous with conditions of work as a whole. It may; include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also aspects of working life as social insurance schemes, measure for the protection of women and young workers, limitation of hours of work and paid vacancies. In other cases, the definition is much more limited and welfare in addition to general physical working conditions, is mainly concerned with the day to day problems of the workers and the social relationships at the place of work. In some countries the use of welfare facilities provided is confined to the workers employed in the undertaking; concerned while in others, the workers families are allowed to share; in many of the benefits which are made available.\textsuperscript{8}

4.3.4 Principles of Labour Welfare Measures

Following are the some of the principles to keep in mind for successful implementation of any labour welfare programme in an organization. They are:
The labour welfare activities should cover the entire hierarchy of an organization.

Management should be welfare oriented at every level.

The employer should not bargain labour welfare as a substitute for wages or monetary incentives. In other words the workers have a right the adequate wages in addition to welfare measures.

There should be proper co-ordination harmony and integration of all labour welfare services in an undertaking.

The labour welfare work of an organization must be administratively viable and essentially development oriented.

The management should ensure co-operation and active participation of union and workers in formulating and implementing labour welfare programmes.

There should be periodical assessment or evaluation of welfare measure and necessary timely improvements on the basis of feedback.

4.4 LABOUR WELFARE MEASURES IN INDIA

4.4.1 History of Labour Welfare in India

The following are the different stages in Labour welfare movement in India. They are:
1. Developments since 1870 to 1914.
2. Between Two World Wars; and
3. Independence and After

4.4.2 Developments since 1870 to 1914

The first industrial undertaking in India was established in 1854. During the following fifteen years, cotton textile, jute and coal industries and railways made considerable progress and employed a sizeable work force. The industrial progress was accompanied by usual inhuman conditions of work and exploitation of women and children. Major Moore published his report on the Administration of Bombay Textile Departments in 1872. Public response to the shocking findings of Major Moore expressed itself into organized labour work on one hand and agitation activities on the other. A Brahmo Samaj preacher, Mr. P.C. Majumdar established eight night schools for industrial workers of Bombay in 1872. In Calcutta, the Brahmo Samaj established a Working Men’s Mission in 1878 which preached practical religion and established nine schools for working men and depressed classes. For promoting education and social welfare activities among the jute mills workers Mr. Sasipada Banerjee also started the Baranagar Institute during the same year.
4.4.3 Agitation Activities

Agitation activities to press for demands for legislative provisions regarding health and safety of mill hands were started by Mr. S. Bengalee and his colleagues in Bombay in 1872. In 1874, Miss Carpenter, founder of the National Independence Association of Bristo, visited India to enquire into the conditions of factory employees and published her report. This led the Government of India to set up a Factory Commission in 1857 and enact the Factories Act, 1881 on the basis of its recommendations. In 1890, the first International Labour Conference met at Berlin and recommended the regulation of women and child labour. The Government of India was forced to amend the legislation in 1891 and introduced protective clauses in respect of women and children. In 1905 the Berne Conference, the forerunner of the ILO made recommendations pertaining to hours of work and working conditions. Armed by these recommendations, the British industrialists pressed the government once again and prevailed upon the latter to enact the Factory Act, 1911, introducing measures to regulate hours and conditions of work. During three decades following the first Factory Act in 1881, voluntary action in the field of labour welfare also made considerable progress and moved from individual to organised group efforts. Formed in 1897 the Amalgamated Society of Railway Servants of India, and Burma started a number of friendly benefit schemes,
Organized in 1905 and 1907 respectively the Printers Union, Calcutta and Postal Union, Bombay in 1910 the Kamgar Hitawardhak Sabha (Workers Welfare Association) was established to help workers in variety of ways such as the payment of compensation for accidents to industrial workers and improving labour housing conditions.  

4.4.4 Between Two World Wars

During this period the labour welfare movement got established on a continuous and regular basis. The important factors were the formation of the ILO, All India Trade Union Congress in 1919, the emergence of the Labour Party and the British Trade Union Congress in Britain, the new orientation of the freedom movement under Mahatma Gandhi’s leadership, the increase in industrial activity and the size of work force and the militant mood of organized labour. Reforms in labour legislation were made in many directions. The Workmen’s Compensation Act was passed and enforced. A significant development during the twenties was the beginning of labour welfare activities by the leading companies. The Royal Commission recommended shorter and convenient working hours for women and children, health, insurance, maternity benefit, crèches, elaborate health rules, labour welfare officers, minimum wages etc. The Congress ministries, particularly of Bombay, Bengal and U.P. pursued a vigorous policy, for setting labour welfare programmes in major industrial
cities in their provinces in 1937, 1939 and 1940 respectively. In 1936 Sir Dorab Tata School of Social Work, now known as the Tata Institute of Social Sciences, was established in Bombay.

4.4.5 During Second World War

The Second World War proved a boom to the development of Indian industry and to the labour welfare movement. In 1962, the Central Government appointed a Labour Welfare Adviser and a few labour welfare officers in the Department of Labour. Provisions were made for the establishment by emending the Factories Act, 1934. Labour welfare funds were started in establishments run by various government; departments. The Mica Mines Labour Welfare Fund and the Coal Mines Labour Welfare Fund were constituted for providing housing, medical, recreational and educational facilities to workers and their families employed in mica and coal mines, all over the country. In 1942, a special officer was appointed in the Department of Labour to draft a scheme of health insurance for factory workers. Maternity benefits, pithead baths and crèches were introduced in the mining industry.

4.4.6 Independence and After

The labour welfare movement acquired a new perspective after independence. The Indian National Congress had made many commitments to
industrial workers. It naturally tried to honour them. The Labour Department of the Central Government worked out a five year programme in 1946. Five Year plans followed this Labour Welfare Advisory Boards now functioned in all States.

In India workers have to work for long hours in unhealthy surroundings. The drudgery of factory work conditions to have and adverse effect on them even after they knock off work. There are also far from their village community. As most of them have migrated from rural area they are thrown into an unrecognized environment, which is also strange to them. As a result they fall a prey to alcoholism gambling and otherwise which demoralize them and sometimes completely ruin them.

The high rate of labour absenteeism in India Industries is indicative of lack of commitment on the part of workers for they want to escape from their environment whenever possible. This absenteeism can be reduced by the provision of good housing of health and family care of canteen where healthy balanced diet is made available in congenial surroundings.

Good educational and training facilities for workers are also very necessary in Indian industries because of high rate of illiteracy and lack of proper educational background among them. These facilities would also help in
decreasing the number of industrial accidents, increasing the workers efficiency, sense of commitment and make it possible for them not to exploited by money lenders.

Family planning, children welfare facilities and maternity; care help workers in a variety of ways. They reduce in fact mortality, improve the health of spouse and keep the family size in minimum. They would also reduce the workers anxiety and absenteeism because of sickness in the family. These welfare programmes are indispensable in Indian conditions.10

4.5 TYPES OF LABOUR WELFARE MEASURES

Labour welfare activities are of three kinds.

a. Constitutional, which includes legal compulsions regarding the safety and working conditions of workers.

b. Voluntary, which includes works that the employer performs for the benefit of workers of his own volition, without any coercion being involved.

c. Mutual, which includes the welfare done by labour unions in cooperation with each other.

Other division includes Intra-mutual, which includes scientific selection or appointment, industrial training, arrangement for light, fresh air and water, prevention of accidents and other functions such as canteen, provision of rest
rooms and refreshment and Extra Mural labour activities, includes provision of education, arrangements of proper, housing accommodation, medical service, provision of inexpensive and Nourishing food and facilities of recreation (clubs, gymnasias, cinema, radio, reading rooms, libraries, etc.)

In addition to the above list, the following activities are also a part of labour welfare service.

Social insurance scheme, provident fund benefits, pension, sickness and maternity benefits, arrangements of maternity homes and crèches, provisions of co-operative societies, arrangement of cultural programmes and schooling of children.

In short Labour Welfare measures are grouped into three categories.

1. Statutory Welfare measures
2. Voluntary Welfare measures
3. Other Welfare measures

4.5.1 Statutory Welfare measures

Employees in India are statutorily required to comply with the provision of various welfare measures under various labour legislations. Some of the legislations are:
6. The Indian Trade Union Act, 1926.
7. The Trade Dispute Act, 1929.

Some of the statutory welfare measures extended through the provisions of various Acts are:

4.5.1.1 First Aid

Every factory must provide and maintain a first-aid box or cupboard equipped with the prescribed contents. The number of such boxes should not be less than one for every 150 workers. Each such box should be kept in charge of a separate responsible person who holds a certificate to first-aid treatment recognized by the State Government.

4.5.1.2 Rest or Lunch Room

Every factory employing more than 150 workers will have to be provided with adequate and suitable shelters or rest rooms and lunch rooms with provision of drinking water.
4.5.1.3 Canteen

The Royal Commission on Labour and the Labour Investigation Committee has laid down considerable emphasis on the provisions of canteen at the work place. Section 46 of the Factories Act states that the State Government may make rules for the provisions of the canteen in any factory where in more than 250 workers are ordinarily employed.

4.5.1.4 Crèche

The Royal Commission on Labour stressed the need for setting up crèches in industrial establishments in 1931. Section 48 of the Factories Act provides for the setting up of crèches in every factory wherein more than 30 women workers are ordinarily employed for the use of children under the age of 6 years of these women. The room should be adequately lighted and ventilated and under the charge of women trained in the care of children and infants. Employees mainly in organized sector provide mainly voluntary amenities and services to their employees. It includes.

4.5.1.5 Educational Facilities

Education plays a vital role in motivating and enabling the working population in incorporating necessary changes for accelerated progress and for
their mental recognized in our social and economic education has been made in the different five year plans. Improvement in the quality of industrial workforce demands accelerated pace of economic development for which education of workers, their families and their children is essential.

4.5.1.6 Medical Facility

Employees both in the private and public sector have been providing medical facilities for their workers and their families. These undertakings have provided by and large suitably equipped first and centres, ambulance and even hospitals with general medical treatment and health care separate arrangements for specialist treatment for disease like T.B., Cancer, Leprosy, Mental diseases have also been made in many hospitals.

4.5.1.7 Transport Facility

Mobility, and accessibility is the key factors for attaining industrial developments. The provisions of transport facilities to industrial workers form an integral part of general transport facility and like the local bodies, transport corporations of state Government. Transport facility to workers residing at long distance are essential to relieve them from strain and anxiety. Such facilities also provide greater opportunity for relaxations and help in reducing the rate of absenteeism.
4.5.1.8 Recreational Facilities

Recreation is commonly taken to be the opposite of work. It helps to develop the individual’s to contribute to social development. It affords the worker an opportunity to develop his sense of physical and mental disciplines. Music, dance, drama, games and sports painting are different form of recreations.

4.5.1.9 Housing Facilities

According to the Co-operative Planning Committee (1966) co-operation is a form of organization in which persons voluntarily associate together on the basis of equality for the promotion of their economic interests.

Apart from the economic benefits the members; also have some social benefits, which have statutory moral and social effects on members. In these societies, members, are not looked upon as individuals seeking individual self interest but looked upon as a group pursuing interest jointly and in fairness. They develop in themselves the habits of mutual aid initiative knowledge, honesty in dealings and so on.

Some of the other labour welfare measures include.
4.5.1.10 Housing

It is one of the basic human needs. It is the place where basic human interactions take place. Where children grow and acquired the concepts of privacy property, morality and decent citizenship. The social quality of life will have considerable bearing on health efficiency and well being of the workers.

In 1919, the Indian, Industrial Commission stressed the importance for industrial workers and felt that the solution for health and efficiency of the industrial workers lay in providing cheap, healthy and adequate accommodation to them. The International Labour Organization has stressed its importance and suggested that workers housing should be treated as a matter of national policy for balanced economic development.

In order to improve the housing conditions of workers, the government of India has introduced several housing schemes. There are various government institutions, which provide necessary financial existence to the state government to fulfill the housing needs of its employees.

4.5.1.11 Industrial Safety

Every year several lakhs of employees are injured in factories, mines railways etc. leading to acute ailments or permanent handicaps. Under the
Factories Act, 1948, factories are obliged to report to the prescribed authorities all the accidents, which cause death, or any bodily injury to a person preventing him from working for a period of 48 hours or more following the accidents.

Accidents costs enormously causing loss directly or indirectly and the losses are both visible and invisible. An unsafe or unhealthy work place can lead to dissatisfaction among workers, resulting to poor job performance and reduced productivity.

4.5.1.12 Industrial Health

Medical care and health facilities are for industrial workers form an integral part of labour welfare programme all over the world. Industrial health is essential for prevention of diseases and maintenance of positive life. The joint ICO/WHO committee in organizational health held in 1950 defined organizational health as:

- Promotion and maintenance of physical, mental and social well being of workers in all organizations.
- Prevention of health among workers due to working conditions.
- Protection of workers in their employment from the risk resulting from factors adverse to health.
- Placing and maintenance of the worker is an optional environment adapted to his physical, psychological equipments.
The Factories Act of 1948 lays the following health measures to be adopted by the occupants of a factory:

- Cleanliness
- Disposal of wastes
- Ventilation and temperature regulations
- Dust and fumes omission
- Overcrowding should be avoided
- Availability of proper lighting facility
- Availability of drinking water
- Availability of urinals
- Availability of Spittoons
- Artificial humidification in industries where the humidity in air is artificially increased.

4.6 WELFARE WORK BY WORKERS ORGANIZATION

In India there are various agencies to provide welfare facilities, which include:

1. Central and State Government
2. Employers
3. Trade Unions and
4. Voluntary organizations
4.6.1 Central and State Government

The central government enacted the Factories Act, 1948 which makes detailed provisions regarding health safety and welfare of employees in order to provide good working conditions and other facilities to enhance their welfare.

The employee state Insurance Act, 1948 introduced a social insurance; by providing for certain benefits to employees in case of sickness, maternity and employment injury and for certain other matters in relation thereto. The Act providing for certain compulsory state insurance providing the certain benefits. These benefits are secured; by financial contributions to the scheme both by employers and employees.

The object of the employees Provident funds and Miscellaneous Provisions Act, 1991 is to provide, for the institutions of provident funds and family pension and deposit linked insurance scheme for employees in factories and other establishments.

The Payments of Gratuity Act, 1972 provides for the scheme of compulsory payments of gratuity by management of factories, mines, railway companies; shops; and other establishments employing 10 or more workers.
The Maternity Benefit Act, 1961 was passed to regulate the employment of women in certain establishments for certain periods before and after childbirth and to provide for maternity benefits and certain other benefits.

The payments; of bonus Acts 1965 for the payment of; bonus to persons employed in certain establishments and for matter connected there with.

State government is sponsoring centres for education and training of employee's health and family welfare centres and many welfare schemes.

4.6.2 Employers

Employers are now required to adopt various statutory, provisions regarding welfare of employees. Moreover, most of the employees are now interested in adopting certain non-statutory or voluntary welfare measures.

4.6.3 Trade Unions

A trade union registered under the Trade Unions Act, 1926 cannot use; their general funds other than the prescribed objects mentioned under Section 15 of the Trade Unions Act, 1926. Most of such objects aim to welfare of its members.
4.6.4 Voluntary Organizations

Some voluntary organizations provide certain welfare activities, such as promotion of education, recreation and cultural activities. The five year plans and government agencies provide financial and other assistance to such organizations to carry out their welfare activities.

4.7 PLAN OUTLAY FOR LABOUR WELFARE

The planning Commission also realized the necessity of labour welfare, when it observed that; in order to get the best out of a workers in the matter of production, working conditions require to be improved to a large extent. The plan outlay for labour welfare during five year plans are given in Table 4.1.11
# Table 4.1

**Plan Outlay for Labour welfare during the first five year plan to tenth five year plan**

<table>
<thead>
<tr>
<th>Plan</th>
<th>Period</th>
<th>Outlay (Rs. in lakhs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Five Year Plan</td>
<td>1951-55</td>
<td>160</td>
</tr>
<tr>
<td>Second Five Year Plan</td>
<td>1956-60</td>
<td>1344</td>
</tr>
<tr>
<td>Third Five Year Plan</td>
<td>1961-65</td>
<td>1940</td>
</tr>
<tr>
<td>Annual Plan</td>
<td>1966-69</td>
<td>1150</td>
</tr>
<tr>
<td>Fourth Five Year Plan</td>
<td>1970-74</td>
<td>7639</td>
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<tr>
<td>Fifth Five Year Plan</td>
<td>1974-79</td>
<td>5700</td>
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<td>Annual Plans</td>
<td>1980-81</td>
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<td>1981-82</td>
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<td>Sixth Five Year Plan</td>
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<td>Seventh Five Year Plan</td>
<td>1985-90</td>
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<td>Eight Five Year Plan</td>
<td>1992-97</td>
<td>1315</td>
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<tr>
<td>Ninth Five Year Plan</td>
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<td>1400</td>
</tr>
<tr>
<td>Tenth Five Year Plan</td>
<td>2002-07</td>
<td>1425</td>
</tr>
</tbody>
</table>

Source: Complied from Various Plan Documents and Five Year Plans, p. 586
4.8 WELFARE MEASURES OFFERED BY THE SELECTED NEWS PAPERS

Certain selected news papers offered statutory and non statutory welfare measures to their employees, besides their wages and salaries Statutory welfare measures.

1. The companies offered provident fund facilities with management’s contribution.

2. The companies provide gratuity to its employees while retiring from their service.

3. To maintain better health, it contributes to Employees State Insurance Scheme.

4. It offers 20 percent bonus to its employees every year.

4.8.1 Non-Statutory welfare measures

1. The news paper companies give free news paper to its employees.

2. The companies give Rs. 1000 to its employees on wedding of their children.

3. It offers scholarships to children of employees who obtain highest marks in Examinations.

4. It provides subsidised food and refreshments through canteen.
5. It maintains a Labour Welfare Fund with employees contribution.

6. The companies give 15 days casual leave and 15 days earned leave per annum.

7. It allows over time pay to the employees who work beyond their working hours.

8. The companies provide free medical checkup annually through Welfare Forum.

9. The companies give cash assistance through Welfare Forum to employees who is suffering from serious illness.

10. The companies have staff recreation facilities like annual family meet and sports day.

11. It offers conveyance facilities to employees who work late hours.

12. The companies provide drinking water and sanitation facilities.

13. The companies provide rent free accommodation to out side employees.

14. Adequate safety measures have been provided to employees in the production department.

15. 24 hours EPAB system is functioning.

16. The companies provide internet and intranet facilities to all journalists and non journalists.

17. It offers closed user group mobile connections for all employees.
18. To motivate the employees, the company gives awards and recognition to outstanding employees.

19. The workers are provided with working allowances to printing press staff.

20. The workers are provided with stitched uniforms, free refreshments with snacks to press workers who work at night.

21. The company provides well furnished rest room with recreational facilities like Television and Caroms.

4.9 SUMMARY

In this chapter the researcher presented a theoretical perceptive of labour welfare measures that are being introduced in corporate sector and the role of trade unions in industrial relations. It also gives a clear picture about the welfare measures offered by the selected news papers in Kerala.
REFERENCES

1. ILO : Asian Regional Conference Report, No. 11.