CHAPTER - 4

Review of Past Literature Regarding Labour Welfare
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CHAPTER - IV

REVIEW OF PAST LITERATURE REGARDING LABOUR WELFARE

It is very interesting to take review of past literature regarding labour welfare and other concerned matters of welfare. This review is taken with the help of some Books, Articles in newspapers M. Phil level studies and Ph.D. level studies etc. The main object of review of literature is to provide wide background for our study. Every aspect of labour welfare is studied under the review. These aspects are – labour participation in management, workers training and education industrial relations, quality of work and and quality of work life of worker, labour laws concerned with welfare, industrial safety etc. all these aspects have supported to the welfare measures.

First of all we are going to through a light on economics of labour welfare. Mr. B.R. Patil presented a paper on ‘economics of welfare’ in All India conference of the Indian society of labour economics at Panjab University. The present paper is a welcome addition to the literature dealing with problems and various aspects of labour welfare economics. Mr. B. R. Patil stress on the importance of labour welfare he says “labour welfare measures promotes the cordial relations between labour and management, and improves the productivity and production; besides enabling the workers to raise the level of their living. Hence, the need for improving the material conditions of workers, both from social and efficiency point of view, is
being increasingly appreciated in all the civilized countries”. He pointed out that, in India which has embarked upon a vast program of industrialization, the need for labour welfare is important. He further says that, the economic development of the country should necessarily lead to human development particularly of those who are one of the essential participants in economic growth. In developing economy these participants constitutes a vulnerable section of the population due to inadequate wages, low level of education, lack of proper housing etc. While expressing views on economical aspect of labour welfare, author says, if a worker is prescribed with minimum welfare amenities essential for his well being and for the up-keep of his family, it would certainly improve his productivity which in turn contributes to the prosperity of the factory and the economy at large. But economic conditions of the employers the level of technological development, the peculiar nature of the industry render it difficult to provide all the basic minimum facilities. So there exists a wide disparity in the practice of proceeding the welfare facilities as well as the type of facilities provided. Hence, both from the view point of ensuring that the minimum facilities are uniformly provided, so that no employer has an advantage by not conforming to the general standards and the essential need for welfare of the workers, the statutory compulsion is exercised on the employers through the legislations dealing with the working conditions. Thus, in India the Factories Act 1948, and poines Act 1952 and similar other legislations provide for the minimum welfare amenities. But these statutory provisions except these under the plantation labour Act are for short of the basic minimum not only from tomorrow’s point of view but
also from today’s point of view. While discussing on this matter author raise the question that what should constitute the minimum standard of labour welfare? The committee on labour welfare (1969), while admitting that the present provisions for promoting the welfare of the factory workers constitute the minimum recommendations to add the outdoor amenities, i.e. organization of sports and games, provision of medical and health facilities including family planning and counseling services, proper arrangements for adult and social education and housing. These amenities are recommended to be provided according to varying degrees and or a progressive scale keeping in view the needs of the workers and the capacity of the industry to provide them. Thus, the present study throw a light on economical importance of labour welfare.

2. Another important aspect of welfare is that the sources of finance and extent of expenditure on welfare. Mr. R.K.Malhotra discussed on this issue in his article namely “Sources of finances of labour welfare and Expenditure” published in Indian Journal of labour economics (1982). He said that, there was a time when labour welfare was regarded as a means to keep the wages as low as possible without only change in the rate of labour turnover. Quite a good number of welfare minded employers provided a variety of welfare amenities for the benefit of their workers, but paid wages lower than the prevailing rates. If the workers were provided with amenities like free housing they were certainly paid low wages. Such organizations had lowest wage rates. While having highest per capital welfare cost. Bust starting from 1950 the wages in the organized sector have been determined either on the
basis of the recommendations of Tripartite wage Board’s or by courts and Tribunals and the legal provisions dealing with labour welfare and rather strictly enforced causing a higher per capita wage cost. Author further says that, the employer expects higher productivity from employees after giving labour welfare facilities. He is required to pay not only higher wages but also a variety of non-statutory welfare measures, particularly housing, transportation, recreation etc. Thus the per capital welfare cost and wage cost have measured manifold. It is however, regarded that the provision of welfare measures for the normal and cultural enrichment of labour engaged in productive activity is a sound investment which is bound to pay increased dividends in employer employee relations rather industrial relations and higher and better production. While discussing on the sources of finance, the author says that, “there are number of sources from which the labour welfare facilities and amenities are financed. These resources are –

1) Employer

2) State

3) Levy of cess on production.

4) Bipartite and tripartite contributions.

5) Grants from the employer and the state etc. Some of these sources have been given a legal status with a view to ensuring regular and adequate finance. Such statutory funds are industry wide and industry-cum-state wide. Secondly, the limited financial resources include the small employers from providing welfare measures to their workers on par with those available to the workers in the establishment. The government shouldered the
responsibility of providing welfare amenities as well as financing and administering them directly through the dept. of labour’’’’ The author says further, financial aspects of the welfare of workers. He says, the labour welfare centers, labour welfare funds and the employers make suitable provision for recreation spending huge sums of money. The purpose of spending huge amount on recreation is not to provide cheap entertainment and amusement but to recreate the energy and facilities lost by the workers during the course of days work. It is gratifying to mention that the canteen services, sale of food grains and cloth of the concessional rates, housing facilities and the transport facilities are utilized by all workers to the maximum extent mainly because these facilities satisfy the basic human needs, namely Roti, Kapada and Makan and transportation facilities enable the workers to reach the place of work without any fatigue and earn the wages’’

3) Mr.J.B. Varma express his views on welfare measures, in his article namely ‘Problems of Industrial Peace’ published in Indian Journal of labour economics. He says that industrial peace should result in all round welfare of labour, it must principally arise from a mutually appreciative and satisfied attitudes of labour and capital for the dissatisfaction of either on a genuine grievance is bound to have an adverse pease. The author has highlighted the actual position both in pre independence and post independence era. In this respect the author mentioned the factors responsible for growing sickness in industries in
discipline leads new industrial policy etc. The author says that, industrial unrest will increase unless the price of essential Commodities are kept under control. Proper legal frame work is necessary to protect the unfair lockout and closures due to inadequate welfare facilities.

4) Mr. K.S. Chalam, explained about, “National Renewal Fund and welfare of working class”, in his article published in Economic and political weekly, in December 7, 1996. He says, after introducing the new industrial policy (NIP) the government realized the importance of initiating a worker safety net to meet the adverse affects of NIP. He further explained the objectives of the policy he said that, to provide the assistance to cover the costs of retraining and repayment of employees arising as a result of modernization. The policy also provide funds, where necessary for compensation of employees affected by restructuring or closure of industrial units both in the public and private sectors. While falling about VRS Mr. Chalam Says that, this fund has now created a positive situation in the industrial economy of the country. He says, VRS is popularly known as Golden Shake hand. Extreme market competition and technological developments in industrial sector have brought in fractional unemployment. These changes have adversely affected groups and castes which are vulnerable to such sudden developments. The assistance offered to VRS families is of limited use as most of them are past their prime and are not in a condition to pursue any wage employment. Author further pointed out that, most of them utilise the VRS money for marriage of their daughters or for getting education or employment in organised sector for their sons
by offering tribes. Therefore, National Renewal Fund scheme hardly affords them a little investment required for self employment. The NRF has now created a positive situation in the industrial economy of the country where several industrial undertakings are going in for the introduction of VRS in their organizations. Some of the employees are tempted to go in for VRS. He further pointed out that, some sick units are declaring lay-off and prompting the employees to approach NRF. This has been to a certain extent responsible for irrationalisation of workers. The workers are thrown out of employment on the basis of the obsolete nature of the labour skill which may not suit the undertaking in a charged situation. But, the undertaking is neither taking interest nor moral responsibility of retraining and rehabilitaling the rationalized worker. The industry is pushing the responsibility on the government. Author says, the liberalization policy in its anxiety to modernize, restructure and globalize the products of Indian industry is now wasting precious labour force which could have been modernized through training and on the job training. Precious skills and abilities of the refrenched workforce are equated with worn out physical capital which may not be susceptible to repair or modernization. But human beings are capable of learning and are subject to modification of their knowledge, skills and application of these in producing more output. But the current euphoria for restructuring does not have the time to think on those lines. As a result, the number of rationalized workers is expected to increase. The author raise some questions in this regard like

i) Is NRF provide assistance to cover the costs of retraining and redeployment of employees arising as a result of
modernization, technology upgradation and industrial restructuring?

ii) Is this scheme provide adequate funds, where necessary for compensation of employees affected by restructuring or closure of industrial units both in the public and private sectors? and

iii) Is it provide adequate funds for employment generation schemes both in the organized and unorganized sectors in order to provide a social safety net for labour needs arising from the consequences of industrial restructuring? Author says that, there is a need to find out the answers for these questions.

5) Mr. Avinash Phophale focuses on the significance of the labour welfare in connection with globalization in his M.Phil dissertation on Human Resource Development – presented in 1995 to University of Poona. He says that, Human Resource Development through welfare schemes is basically a human process. Every organization consists of men, materials machines or infrastructure and many of all these factors human beings are of special category, not only because they have their own need, ideas, feelings, hopes, aspirations, but also because they are the prime movers behind the other factors. People are human resource and hence valuable to the organization. Unlike other resources, human resources require human touch. He further says, at the shop floor level the focus of the organization is to increase the productivity, commitment and consequential motivation level of the worker. The author of
dissertation expressed that, the development of the organization is inexorably intertwined with the development of workers through welfare amenities provided by the organizations. In other words, he say that, ‘Human Resource Development’ is pursuing excellence of people through welfare amenities, enhancing knowledge, skill and attitude through training etc, and there by seeking committed and motivated resources from their intense participation. Welfare of workers therefore, plays an important role in creating a climate for sustained high quality author further says that, Welfare is essential and significant for any growth oriented and dynamic organization which wants to succeed in a fast changing and competitive environment. Author presented a statistical table which shows the place of labour welfare schemes in various Human Resource Development programs in various industries.

**Table No. 4.1 Practices of Human Resource Development**

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<th>Practices of Human Resource Development</th>
<th>Percentage of Industries</th>
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<td>1</td>
<td>Safety and Occupational hazards</td>
<td>78.7 %</td>
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<td>2</td>
<td>Labour Development (HRD) Training-Education</td>
<td>76.6 %</td>
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<tr>
<td>3</td>
<td>Labour Welfare schemes</td>
<td>72.3 %</td>
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<tr>
<td>4</td>
<td>Working Conditions</td>
<td>68.1 %</td>
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<tr>
<td>5</td>
<td>Participative / consultation forums</td>
<td>59.6 %</td>
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(Source: Survey conducted by National productivity Council in 1990).
The author says that, from the above table it can be observed that 72.3% industries were concerned with welfare activities. This percentage of industries itself shows the significance of the welfare activities in today's environment of globalization.

6) Mr. B. C. Roy, throw a light on interaction between welfare and management in his article published in ‘Survey’ 1984 volume No. 25. He says, a large percentage of population will have agriculture as the primary occupation and agriculture will continue to remain as the single largest industry of the country. As a result of planned program of development people even in the remotest villages of India will enjoy the advantages of modern techniques of production and at the same time a part of the increased earnings of the people who taken to industry, would be remitted back to villages to improve the rural economy. But during the period of transition from agriculture to industry one has got to be extremely cautious and careful because in the past, with rare exceptions, majority of the industries had very little connection with agriculture as well as other basic industries. Author pointed out that an industry interested in production and profit only may pay scant attention to the welfare of the workers. This concept of responsibility of management to look after the well being of the workers is now fast gaining ground and is regarded today as the social responsibility of management. It is an accepted principle that an industry today can materially influence the course of events and also have its impact felt on the community life not only in the company towns but also in its neighbourhood. Therefore, author raise some questions – What is the desire of the worker? Is it his
weekly pay pocket? Is it his job satisfaction? Is it his happy family life? Is it healthy social environment? The author says', in order to answer these questions we have got to look back and find out how a worker was placed before he joined the industry for a living. As the vast majority of the working force bail from rural area and owe their basic loyalty to the village communities to which they belong, Management of Indian Industries are always conformed with the problem of acclimatising the workers in their new environments. For the workers also it entails a major adjustment in out look way of life materially different from the one they have been accustomed to Author gives a solution in this regards. He says', it may be desirable to set up new industries for away from over crowded cities, for e.g. industrial estates. So that the workers could live in their familiar surroundings, the only need in that case being to provide civil services and amenities available in the cities. Author also feel that, apart from having massive industries we have decided to set up, we should also establish a chain of small units, there by preventing disintegration of family life.

The author says, there is no doubt that industrialists will be playing an increasingly important role in India and thus have their influence felt on the community. This is a great responsibility and should be properly discharged author further says, in order to do so, it is absolutely necessary that greatest attention should be paid to efficient management. Satisfaction at work depends on the leadership of the management, who should remember that unless the workers are made to feel that they are the part of the organization, nothing could be achieved. This is one of
the reason why so much importance is attached to Human Relations. “Place yourself in his position and you can easily solve the problem.” Unless this is borne in mind, the very same problem would look differently from the ‘Board Room’ from shop floor, from the Research Department, Production Department, from the Trade Union organization and from the personnel Department with the result that often an employee’s problem would take variety of shapes. Therefore, it is rightly said that the task of the manager is saturated with the problem of human relations as distinct from that of specialists and the manager makes his best progress through his ability to infuse leadership in other

Author expressed that, human relations will lose much of its force unless it is tinged with sympathy and appreciation and is devoid of mechanical approach.

7) Mrs. Leela Poonawala the former president of Alfa Laval (India) Ltd., opined about ‘Welfare in her article published in ‘Times of India’ in Aug. 1994- She says’, the first tenet of management, we have always followed to take care that you always have the people in mind, when you deal with an organization. Just as the success of organization depends more on the people rather than on the circumstances, so also the success of your management style. Know your people, well, give them their due, every thing without cloding your mind with doubts new recognition will be received or used. Consider people at the center and involve them in every aspect of your organization properly they will
prosper. If this is not clear to them explain this to them with words and with deeds.

Many times, welfare measures influence the quality of life and quality of work life of workers. Many experts expressed their views in this regard. Quality of life of workers is mainly depends on the various welfare measures provided by the organization. While talking on quality of life and quality of work life Mrs. Jyoti Verma explains these two concepts in her article, published in Indian Journal of Labour Economics Vol. 36, 1993. She says, 'the question of quality of life as well as quality of work life is related to certain common questions. These questions are such as- what are the goals of one’s life? What are the means to realize these goals? What are the consequences of goals realization for the self and other? Whether the goal realization leaves one happy, satisfied and enriched in general? And whether the individuals contribute some thing worth while to their family, to their organization and to their society, by realizing these goals? She says quality of life may be defined in terms of a reasonable amount of material goods and money that one acquires to have a smooth day today living, and this is depends on the welfare measures. On the other hand, quality of work life is a well probed concept and has many dimensions. Nevertheless, it is quite evident that one section refers to safe and healthy working conditions, nature of work adequate and fair compensation, opportunity for skill development, and training or standards of physical and environment dimensions of work place.
8) The concept of workers participation in management is in the forefront of the industrial scene. It is the result of the major. Social goals of democracy that is equality among all citizens as well as in society. Mayo emphasized human relations instead of the authoritarian rule of thumb approach of the scientific school for greater production and involvement in the production process. For creating sense of belonging ness among workers the implementation of the concept of 'workers participation in management' is very important and it provide adequate scope for overall development of inner potentials of workers. That is why as per our views workers participation in management is one important measure of welfare. The main objective behind workers participation in management is to create an atmosphere where workers and management feel closer and work together for the development and prosperity of the organization. Establishing and maintaining cordial and constructive relationships between workers and management is utmost important. But many of the industries in India do not realize this importance of creating good industrial relations. They tend to blame the government, labour legislation and trade unions. For an Indian worker, he is interested in the financial return from his job apart from the desire for job Security. Thus, in the Indian system, there is no place for direct democracy.

This volume of book is largely based on the papers presented in the 33rd Annual conference of the Indian society of the labour Economics held at Hyderabad in Dec. 1991. There are 31 articles in this book. The main themes of these articles may be broadly classified into two groups –
i) Structure, principles, objectives possibilities and importance of workers’ participation in management –

The following articles come under the first group –

a) Industrial Democracy

b) Employee ownership for a sable Industrial Base

c) Let. the workers own and manage

d) Workers participation - The Management and reality in India

e) Workers participation in management, statutory and non statutory

f) Workers participation in management

g) Participative management concept and policy (An Indian Experiment)

h) participative management in principle and practice

ii) The scheme for workers participation in Industry – A Review etc.

The management and realities of workers participation in management in various enterprises consisting mainly of case studies.

In the Editors’, introduction, Prof. Datt has out lined the progress of ‘Workers participation in management’ in India, and the important conclusions of case studies about workers participation in management are also discussed in this introduction. The 1st article of the book on “Industrial Democracy” by Prof. Gyan Chand gives a detailed narration about the issues and basic consideration of industrial democracy, reviews the position of workers participation in management in foreign countries. To conclude author points out that industrial democracy has
to be an instrument and integral part of workers overall development. The workers develop only when there is a definite shift in the distribution of power between the labour and the management. Prof. V.M. Dandekar in his article “Let the workers own and manage” discuss the need to invest “Employees provident Fund” in the industrial commercial stock to achieve ‘employee ownership’. He suggests two alternatives – i) to invest the provident fund to the employees of each company in the stock of the particular company and ii) to pool the provident fund of a different companies in a single fund and invest it in commercial stock collectively. Other articles in the 1st group relates to the need and importance of workers participation in management in India.

The second group of articles relating to the workers participation in management in various private and public sector very desirable objective to increase the productivity but it indicates that the three fire level participation- the shop floor, the plant, and the Board level has not been able to achieve this easily as the attitude of hostility still prevails in many management. These studies highlights the constraints such as lack of clarity in objectives, lack of interest of workers and trade unions, in workers participation in management and also throw a light on that, in many organizations the ultimate decision making power rested with the management.

In this volume of book, there are two articles which discuss the model of workers participation in management. Prof. S.K. Bisuas discusses the
Japanese model of workers 'involvement'. A succour for India Japanese management has developed a unique system of workers participation in management. The applicability of Japanese model, that is the philosophy of “we manage as a group and we are all equals” in Indian scenario is also discussed in this article. In India, workers participation in management still remains only as a theoretical idea. The research and observation made in all the articles of this volume show that workers participation in management is achievable in Indian industries with same modifications in labour-management relationship. This volume of book tries to present both theoretical and practical application of workers participation in management.

9) Mr. A. Gani pointed out the relationship between quality of life and welfare amenities, in his article published in Indian-Journal of labour Economics Vol.No.36 1993. His study examines some important aspects of quality of work life, adopted from various studies conducted in various industrial organizations in India. This study provides adequate background to find out the relationship between quality of work life and welfare amenities. He explains this relation with the help of a study conducted in various industrial organizations. Author says, an assessment of welfare facilities in the organizations under study presents an satisfactory state of affairs. According to his study nearly 80 percent sample units provide Canteens. Though, all of them complied with the law, the canteens in general seemed to be poor conditions. He says, it was found that 80 percent of the factories under study maintained dispensaries, where the ordinary dilments of the workers
were being treated. Minor equipments such as stretchers and first aid boxes containing iodine, bandages etc. were available through inadequate in quality and quantity. The ESI scheme which came into force in April 1948 in all over the country has still to make its beginning in many organizations.

Author further says that, for the improvement of quality of work life, the provision of adequate housing facilities is indespensible. On the whole the existing housing conditions of the workers are extremely unsatisfactory. An overwhelming majority of the workers of the sample units were found lining either in their own or in rented houses. All these things directly affected on the quality of life of workers. The above examples is adequate fore showing the relationship of quality of life and quality of work life with welfare amenities provided by organisations to workers.

10) An another expert Mr. T.K.Gupta says about the quality of work life, in his article published in the same journal. (Indian Journal of labour Economics 1993). He throw a light on a participative mechanism of a quality of work life – he says quality of work life is concerned with how the relationship between individuals their physical, social and economic work environment affect their attitute and behaviour that society considers to be important both on and off the job. Mr.Gupta pointed out the main quality of work life. Concerned area which is listed by International labour organization.
i) Flows of work, holidays, shift work, flexible hours, and other working time issues.

ii) Work organization and job content.

iii) The impact of new technology on working condition and work environment.

iv) Working conditions for women, young workers, older workers and other special categories.

v) Work related welfare services and facilities.

vi) Shop floor participation in the improvement of working conditions.

vii) Occupational safety and health quality of work life emphasises on participative mechanism giving freedom to employees in their tasks performance. Lastly, author conclude that, quality of work life is a participative concept for bringing socio-technical changes in an organization and development of workers. Most of the developed countries are following the basic concept in one form or the other and deriving immense benefits.

While explaining the cost-benefit ratio and labour welfare, Mr.R.K.Suri, in his article namely – ‘cost analysis of labour welfare measures’ published in The Economics Times’ in 1995 – Jan, Says that worker derive benefits from such facilities. But we cannot say whether, there is a favorable benefit ratio reflected in higher efficiency and greater production. It has been a common phenomenon that the workers produce more only when they get higher ways and or monetary incentives. In other words, greater production is still a function of
higher wages and other monetary incentives and not of the welfare facilities and amenities. To this extend there is no favorable benefit cost ratio. The analysis of welfare provision, the cost and benefits of labour welfare measures reveals that the labour welfare facilities and amenities are for better than the social welfare services provided by the state and voluntary agencies for promoting the well being of various vulnerable sections of the population. Author further says that, due to these facilities and amenities the socio-economic conditions of the working population has certainly improved in the last 15 to 20 years. Author pointed out that, standard of living of organized sector workers in much higher than that of the workers in unorganized sector, agricultural labours etc. They are in a position to complete with the better-off sections of the population in making use of the general social services. Author expressed that at least in this sense, the objectives of labour welfare facilities and amenities have been realized and there is a favorable benefit cost ratio.

Workers’ education, which is the greatest labour welfare measure in India, is recent development. As early as 1931, the whistlely commission did emphasis the education aspect of industrial labour and explained the consequences of the masses being non educated. While taking on workers education Mr. S.L.Agarwal says, in his article namely labour welfare and the constitution’ (published in National labour Institute Bulletin, 1981) in March 1957 with the help of foreign experts, a scheme of workers’ education was formulated by union government to develop strong and effective trade unions and their leadership and to
create a consciousness of brotherhood, and an attitude of responsibility. Author says, a central Board of workers Education has been established to look after various phases of workers education and training. Author further explains the procedure of workers education. He says, the education centers program is divided into three phases. In the 1st stage, training is given to candidates selected after a country wide advertisement for employment as education officer under the board. In the second stage workers from different organization sponsored by the trade unions and approved to by the employers are trained by these education officers. In the third stage, these officers conduct classes for the rank and file of workers at the unit level for three months and impart training for an hour daily five days a week. In addition to these regular programs, the Board organizes short term training programs for members of the works committees, joint management committee and trade union officials.

Author further says, the Indian Institute of workers Education which was setup in 1970 provided regular training program and refresher courses to education officers, trade unions and others. The central labour Institute conduct training programs in industrial safety and hygiene, training within industry, productivity, industrial psychology and other allied subjects. Author explains the role of the Director. General of Employment and Training, it is responsible for the development and administration of programs relating to employment and vocational training at the national level. Author says that the concept of labour welfare, therefore, includes services rendered to workers and their
families by an industrial organization with the purpose of raising their morale and material social and cultural levels so that they could lead a better life. The improvement and development of a worker depends upon various factors like the degree of economic independence education and understanding of the management problems and the realization of the need of labour welfare.

11) Mr. D.B. Rawats book on – “Labour Welfarism in India – problems and prospects published in 1988, throw a light on various aspects of labour welfare of workers in India. The author says, a study of the actual welfare work undertaken in Indian industries will show that welfare work in works premises has made remarkable progress at least in the case of big employers and large undertakings what deserves a more pointed and urgent attention to day is the amelioration of the living conditions of industrial workers in largely crowded cities, living pattern in labour colonies is characterized by over crowding and unhygienic conditions. Gambling and drinking are prevalent amongst industrial workers consuming not an insignificant proportion of their income leading to acute economic hardship. Hence, author says, “welfare amongst industrial workers has to be concentrated today not only at the place of work but also at their residence.

Welfare work with a view to changing the spending and living habit of industrial workers is, no doubt. important, but it has to be realized that the miserable living conditions of industrial workers today are not the result of widely prevalent and deep rooted habits of drinking, gambling
and other vices, rather they result primarily from their low wages and small earnings. Author further says that, no efforts to improve the well-being of toiling workers can be successful so long as they lack legal literacy and remain ignorant of their rights and duties. In order to make the workers useful citizens, to promote better industrial relations, to enable workers to understand modern economic trends and to discipline the mind of workers and develop their thinking and potentialities, the importance of educational facilities is very great indeed.

The trade union can therefore, play a very important role in making the labour welfare activities successfully, by making them aware of the state to promote welfarism through social security measures. Thus, to run through the whole gamut of labour welfare legislation and the state policy thereon to analyze each one, to pinpoint the lacunias, and to suggest corrective action is by no means an easy task but one well worth attempting. It is in this belief, the book is structured in nine chapters- chapter 1 sets on the dimensions and problem areas relating to workers welfare. It also examines the scope, policy formulation and various theories of labour welfare. Chapter 2 deals with structural frame work of labour welfare particularly in relation to socio-economic justice and directive principles of state policy. Chapter 3 presents an analysis of Indian labour legislation and welfare measures under it. Chapter 4 records labour welfare efforts undertaken by various agencies, including central government, state governments employers and their associations, trade unions and social action groups. Chapter 5 treats with the contents
of labour welfare. Chapter 6 describes the welfare of special group of workers who is deprived of various protective labour legislation due to unorganized character or otherwise. Chapter 7 attempts to examine the efforts of the government in regard to the implementation of labour welfare directives and judicial activism. Chapter 8 gives an eye view of the working of various social security enactments. Lastly, chapter 9 presents the conclusions and suggestions of the present study.

Counseling, family circles etc are as a welfare aid. Talking on ‘counseling’ Mr. Jayant Patil says in his article (published in Times of India Sept. 1996). How does a human being deal with a personal problem and prevent it from interfering with his professional attitude, which can consequently hinder his performance at the workplace? Similarly, how can be avoid training work, related tension into his home? Author pointed out that, ‘Counseling’ can help keep these two worlds and their inescapable complications apart, yet create a ‘working space’ in the mind of the worker, such that he is able to find a way out for himself. One of the chief aims of counseling is to help the worker realize his strengths and weakness. It must provide an insight into his behavior and analyze the dynamics of such behavior. Author further, explains the importance of counseling the say’s, counseling can increase his personal effectiveness by giving him feedback about his behavior and helping him analyze his interpersonal competence. Worker is encouraged to set higher goals and generate alternative ways of handling various problems.
Prof. John H. Berkley point out the importance of counseling as a aid to welfare measure in his article published in Times of India in Sept. 1991. He says, counseling conducted periodically on the basis of the performance appraisal can considerably help in the development of workers. Actually, the merit or performance renews provide the commonest form of industrial counseling. The supervisor must not only evaluate his subordinate but must also inform him of the supervisor's impressions regarding his performance. In this way along can self improvement be maximized. Such a free exchange of communication can generate better understanding and future motivation. Author further says, it becomes at times necessary to use psychological consolation where the problem is regarding the workers own capacities to change or to modify his behavior psychologists can provide such worker with an opportunity through the medium of discussion to secure greater insight and understanding regarding his own behavior and motivational needs. Author further pointed out that, adopting the modern principles of learning he can reflect to the workers his own image to enable him to see himself clearly as visible to others, with direction and suggestions, the psychologist can then help the employee modify an change his behavior towards right pattern. Where the workers problems are increased by something on the job or by being placed under unsuitable supervisor, the psychologist can recommend even a shift in the workers assignment to provide a better environment to such worker in the general interest of the organizations results.
13) As an important aspect of labour welfare and social security for industrial workers, the ESIA Act was passed in 1948 to provide protection to workers by way of payment in cash and provision of medical care in kind in contingencies sickness, maternity, employment injury and death. This Act became operative in Delhi region on 24th Feb. 1952. Since then it has spread throughout the country. Talking on this scheme Mr. M.M. Pakhouri & S.C. Shrivastava through a light on the various problems in implementing this Act in their article published in National labour Institute Bulletin 1978 Vol. No. 5. Author evaluate the working of Employees state Insurance scheme in this article. They say although the ESI scheme has been operative very widely, yet there has been several problems regarding the quality of service and extent of coverage often it is reported that the insured persons have high expectations from the medical benefits provided by the scheme since it is something for which they pay from their pay pockets. Therefore, many a time they are not ready to accept a medicare or indifferent medical services which shows little or non-consideration for them as individuals. According to the authors the ESI scheme has been adversely affected and probably could not achieve as much it was intended initially to achieve. This scheme involves a few problems, like the attitudinal problems of both, insured person and the doctors, facilities available and used, effectiveness of services offered and the actual benefits given and received by the insured persons and their family. Author further explains the importance of ESI scheme as a welfare measure of workers. He says, that, this scheme is one of the very significant securities provided by the organization to its workers.
against risks. Every industrial worker faces a number of risks such as ill health, sickness employment injury, occupational disease, unemployment and old age. This scheme offers five benefits i.e. cash benefit against sickness, maternity (incase of women employee) disablement or death and full medical care in kind to insured persons. workers families are also provided medical care as hospitalization in most of the areas.

ESI funds are built out of

a) contributions from employee

b) Contribution from employers and

c) State government share of expenditure on medical care. After explaining the importance and working of ESI, scheme, problems faced by this scheme author concluded that, the fact from the records of ESI dispensary/ hospital, it clearly suggests that the scheme has succeeded in limited terms. It has successfully offered medical services to a large number of insured person who individually unable to have such services. Author’s says that, the benefits offered under this scheme were found functional. Although the benefits have not been availed very widely, yet those who availed them have shown considerably good level of satisfaction. However, the scheme has failed considerably in creating awareness among the insured persons about the available services and benefits. Authors pointed out that, there is no machinery and planned program to create such awareness among the insured persons. The insured persons belong to working class
representing obviously a bulk of comparatively less educated, low income group and mostly with village mention, but unionized and very conscious about their rights to avail the medical services.

14) While talking about the labour problems in India Mr. S.C. Pant in his book (Namely Indian labour problems) pointed out that, Indian labour has had its share of problems both before and after independence. Through government legislation, the problem may seem to have been overcome but it continues to dog in different form i.e. the employers 'reluctance' to accept labour as a collateral force to be reckoned with. The book under review is the 4th edition. The theme of the book remains to pica1 enough for the researchers in the labour field of Indian labour. The author has dealt at length with some of the important problems of wages, social security, working conditions, welfare measures, industrial housing etc.

A major portion of the book is devoted to the problems of industrial labour. The book also provides a well-researched documentation of the Indian labourers problems, but because it was published some time back, some of the more recent changes on the labour front affecting industrial labour in India do not find a place in the book. The problems of Indian labour are both, extrinsic and intrinsic, but their roots lie in the socio-political environment in which the industry has grown and developed. The book has appropriately dealt with different aspects of Indian labour incorporating most of the developments upon year 1985 giving the
historical background to the extent necessary. The first three chapters are introductory and give a fairly good account of the Indian labour market and its characteristics, the origin, development and role of Trade unionism, its politicization and impact on the society in general and the industry in particular. The chapter on industrial relations deals at length with labour legislation enacted by the center and the states from time to time to provide industrial peace and various voluntary measures adopted by the industry and government to involve labour to seek industrial harmony. The next chapters describe problems faced by the industrial labour wages, wage policy and differentials, social welfare and social security, labour welfare and labour education industrial housing, workers safety and health. Each chapter of the book is devoted to labour legislation and the role of ILO and its relationship with India. Each chapter has a brief, summary at the end which would be helpful to the readers. The book makes a good reference material for the reader in general and the researchers in particular.

15) Mr Debanjan Chakrabarti, express his views on social security of labour in his study paper – “Social security in India concept to practice” published in the Indian journal of labour Economics – Vol 39 1996. The paper not that, as of now only a very insignificant proportion of the workforce, enjoy the social security benefits and a vast majority is deprived of even the minimum basic elements of social protection. Even within the organized sector, where the social security provisions exists, they are not being implemented with true sprit. For instance, a lot of employers who deduct contribution from the workers’ wage in the
pretext of abiding by PF or ESI rules, do not deposit either their share or the workers contribution with the PF or ESI authorities. Upto 1995, the default in ESI contributions is about 200 Rs. Crores. Author further says, with the process of globalization in full swing, challenges to social security increases with rising number of job losses more and more adoption of wage freezing techniques and through increased casualisation of the workforce. The study also notes that, the minimum wages being provided under the legal states are so low that they can not even raise the workers above the property level. The paper makes some pragmatic suggestions to make the social protection of the poor workers.

16) Prof. D.R.Kamat, pointed out the role of state in implementing the welfare measures, in his article, labour welfare in India published in labour Bulletin in 1985. He expressed that, the promotion of labour welfare is basically a responsibility of the state, and as such, the state itself has to decide the appropriate agencies and methods for promoting labour welfare. Further says he that, factors to be considered in the selection of appropriate agencies for the – a) Convenience and effectiveness and b) minimizing cost. It is difficult to specify as to who bears the costs of welfare services. He says, even where employers finance the welfare services it is difficult to say as to who meets the ultimate cost. The employers may strive to pass on the burden to the consumers by raising prices. In such a case, the employer becomes merely an agency for collecting the amount from community and spending it on workers. Secondly author pointed out that, it is really difficult to make the employers pay for the welfare services out of their
profits. If the state finances labour welfare services out of its general revenues, the ultimate incidence is not known, labour welfare work in India is being conducted on an intensive scale primarily by the Government and employers, and in a limited measures by voluntary agencies. The main labour welfare activities of the government of India relate to establishment of welfare funds. Housing and workers Education. There are four statutory welfare funds for the workers in coal-mines, mica mines, iron ore and time stone mine. The activities of these welfare funds are primarily in spheres of housing, health, recreation and education. A number of non-statutory welfare funds are also in operation at the instance of the Central Government. In many states, special labour welfare fund legislation are in operation. Most of the activities envisaged under these laws are conducted through welfare centres which have also been established on an adhoc basis in a few states.

17) Mr. V.M.Joshi in his article, explains the term ‘labour welfare’ published in the journal of ‘The Indian Worker’ March 30th 1987. He says, welfare is primarily a function of income, low wages denote lower standards of material welfare and higher income will course higher standards of welfare being attained by the emphasizing the spending habits of the industrial workers as a causal factor for their miseries and sufferings. Author further says, there is a danger of attention being diverted from the basic issues of raising wages and earnings of the working class. In order that the living and working conditions of industrial workers could improve their wages and earnings have to rise.
Welfare work can at best be supplemented to and not a substitute for higher wages, while explaining the role of Trade Unions in 'welfare' Author says, in order to make the workers useful citizens, promote better industrial relations to enable workers to understand modern economic trends and to discipline the mind of workers and develop their thinking and potentialities, the importance of educational facilities is very great indeed. The trade union can, therefore, play a very important role in making the labour welfare activities a success, by making them aware of the provisions of appropriate legislation and the endeavors of the state to promote welfarism through social security measures.

18) Prof. P.Ghosh explains the concept of ‘Workers Participation in Management’ with a view of welfare, in his book namely ‘Labour Relations in India’ published in 1991. He says, workers participation in management is a head of the Directive Principles of state policy and it is also a basic ingredient of the economic policy of the ruling party.

In the conceptual framework relating to the formulation of labour policy, the ordinary introduction of a participative system of labour management relations envisage a political system within the framework of the rule of law, ideology and socio-political environment. Workers Participation in management may be viewed from different angles. It means different things to different people depending upon the aims pursued, the field in which and the extent in which participation is introduced and the methods used to achieve participation. India, today is in the those of the process of mechanization and industrialization.
There has been a tremendous impact of these changes in production process on the socio-economic structure of the Indian society. Author further says, we are striking hard for improving the material welfare, we have raised hopes and aspirations to the millions of workers for living a decent life. A technical meeting of the ILO on the right of Trade Union Representative and participation of workers in decisions within the undertakings during the course of its deliberations found that it was not possible to arrive at any agreed definition of the concept as the term 'participation' was interpreted differently by different categories of people in different countries and at different times.

19) Report of the National Commission on labour 1969 explains the meaning of 'labour welfare'. According to the report, labour welfare may be viewed as a total concept as a social and economic components. The total concept is desirable state of existence involving well being, physical, mental, moral and emotional of the workers. These four elements together constitute the structure of welfare on which its totality is based. The social concept of welfare implies the welfare of man, his family and his dependents. All these aspects are inter related in a three dimensional approach. According to the report the relativity of the concept of welfare implies that welfare is a relative in time and place. It is a dynamic and flexible concept, and hence its meaning and content differ from time to time, region to region, industry to industry, depending upon the value system, level of education, social customs degree of industrialization and general standards of the socio-economic development of the people. As per the Report, Labour welfare has both.
Positive and negative aspects. The positive aspects implies the setting up of minimum desirable standards and the provisions of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation etc. Such facilities enable the worker and his family to lead a good work life, comfortable family life and pleasant social life. On the negative side, labour welfare operates to neutralize the harmful effects of large scale industrialization and urbanization.

20) Mr. A.M. Sharma, pointed out the importance of uniformity in adoption of welfare measures in his book namely ‘Aspects of labour welfare and social security’, published in 1981. He says, an important matter touching the life of the industrial worker is the adoption of welfare measures by different agencies in the country. Author pointed out that there are great variations in welfare activities as between one state and another state and from industry to industry as also between the different units of the same industry. There must be same uniformity in such activities and a definite minimum standards of welfare should he laid down. Besides the provisions of welfare facilities should be regarded as a social obligations, and there must be some compulsion by enforceable legislation. Author further says that, the factories, mines and plantations laws down certain provision for that, but they are not properly enforced, and at present the inspection and supervision of such activities are not very satisfactory. The labour investigation committee to remark with reference to the sanitary arrangements which have been laid down by rule’s that during their investigation, they found the
arrangements so loath some in many factories that it was a wonder that the factory inspectorate concerned did not pay more attention to the matter. Author says, there must be careful supervision of the upkeep of premises and equipments, if the facilities provided are to serve their purposes and improve the workers’ general well being. The appointment of welfare officers should also ensure that they are persons qualified for the work, by training and experience, and they should give proper consideration to the problems confronting workers as human beings, and should be fit to make the right kind of approach and should have personal knowledge of condition of workers, and should have frequent contacts with them. Author further pointed out the need of establish of more welfare funds for unorganized labour.

21) Mr. Sharma throw a light on interaction between labour welfare and social security. He says that, social security is a part of labour welfare. Labour welfare sures the workers and his family the fullest life in comprehensive sense of the term social security covers, the various risks and contingencies in the life of individuals in society through appropriate organizations. They are intimately interrelated in policy perspectives plans and ends to be achieved. Thus, labour welfare without social security or vice versa are inconceivable. Author says that the labour welfare is a total concept and social security for labour is an integral part of it. Although social security for labour is a well established global phenomena and has acquired a separate entity, yet it remains an inherent and counter part of labour welfare.
There has been a dearth of quality books written by Indian authors, dealing with the concerns of trade unions particularly in the post globalization context. The book under review namely ‘Trade union challenges at the beginning of the 21st Century’ by C.S. Venkata Ratnam and Pravin Sinha published in 2000, is, therefore, a much awaited one to bridge this gap. Housing been part of the professional Industrial Relation academia for many years it was only right that C.S.Venkata Ratnam and Pravin Sinha should take on this challenging task. The book under review (edited) is divided into 11 chapters, with Contributions from a balanced mix of prominent professionals both from academia and corporate world. The book provides diverse perspectives on trade union challenges at the down of 21st century.

Chapter 1 – an article by B.R.Virmani on Redefining Industrial relations – Role of trade union. Leadership, debates on the possibility of developing alternate model replacing adversarial and collective Bargaining approaches and the likely new role of trade concerns in terms of non-bargaining activities. The article takes the discussion further and links the responsibility of trade unions towards economy as a whole and the larger society.

Chapter 2 – By A.V.Jose, suggests strategic choices before trade unions towards both traditional and non-traditional constituents. The article provides a wide spectrum of discussion concerning the priorities of labour movement in developing societies.
Chapter 3 – an article by DPA Naidu, a part from identifying new challenges for trade unions takes on the discussion to certain issues concerning trade unions rights, URS, NRF, labour legislation, safety-net welfare measures etc. arising out of new policies in south Asia for social dialogue.

Chapter 4 – by K. Mamkoottam adds academic flavour to the discussion and argues on the relevance of new elements other than labour cost. being recognized as contributing factors to the competitive advantage. The article deal with the impart of shift in government policies on trade union and industrial relations vis-à-vis. emerging typologies to deal with common management relations.

Chapter 5 – by a senior trade Union leader., H Mahadevan provides trade unionist perspective on the issue. The article examines the consequences of restructuring exercise on workers and trade union.

Chapter 6 – E.M. Rao and Vikrant Patwardhan have raised certain issues to be addressed by trade unions.

Chapter 7 – by Horst Mund and Pravin Sinha discusses the role working and recent activities of International Trade Union secretanats in the service of National Trade Union Movement. The discussion in the light of a new ferment in international Unionism, appears to be trighly informative and rewarding.
Chapter 8 – by C.S. Ratnam – deals with a comparatively new but very relevant dimension of societal representatives popularly known as NGO’s – The article also examines various dimensions of interface between NGO’s and Trade Unions.

Chapter 9 – by D.K. Panigrahi, based on the outcome of a field study in small industries in the national Capital region of Delhi discusses the problem of enforcing minimum wages law and the challenges facing trade unions. Interestingly, trade unions are finding new grounds for conventional issues like wages, conditions of work, social safetynets, welfare measures etc. in small industries.

Chapter 10 – K Ashok Rao deals with very relevant Contemporary issue of dis-investment of the public sector enterprises vis-à-vis role of trade Unions.

Chapter 11- by C.S. Ratnam while integrating congruence in the debute tries to peep in to the “heart of heart” of trade unions in the Changed scenario to have a feeling of what is going on with in them.

Thus, the book under review covers most of the significant aspects concerning trading unions in the new millennium.

22) Mr. Ranjeet Das Gupta throw a light on history of social security in his study paper namely “A labour History of social security and Mutual Assistance in India”. Published in Economic and Political weekly- March 12, 1994. This paper provides an account and
assessment of the social security and insurance arrangements prevailing in India during the colonial period with regard to factory workers. Focusing on the uncertainties and adversities faced by the Urban industrial workers this study paper touches on some of the broader dimensions and distinguishing patterns of the processes of proletarianisation in India and other Countries of the third world. Author says that, in India, we come across some references to the setting up of a few labour welfare societies from time to time indifferent industrial centers. But such societies had features which were specific to India which was predominantly (and even now largely is) an agricultural and artisanal country.

The organization of the paper is the following – in section – I introduction is given an section IIInd explain the meaning and specifications of informal, non-governmental social securities and insurance arrangements for industrial labour in India. Author define the term in relation to the social situation prevailing in India. Section –III presents a descriptive account of the one or two known instances of efforts made by sections of the working classes to organize mutual assistance and benefits and of the more numerous attempts made from time to time by philanthropists and social reformers for providing social security to labour and the different variants of such efforts. The section also brings out some of the limitations and weaknesses of such efforts. Section –IV considers the role of trade unions in relation to labour welfare. Explanations of the weaknesses are given in section –V. Section VI contains a preliminary analysis of the informal mechanisms
for the provision of social security insurance and mutual assistance in the absence of the government support and employer provisions and of formal mutual benefit, friendly societies. Concluding comments are made in section VII. The paper is based primarily on existing published accounts and not on original sources. The findings are of an incomplete and tentative nature. It is however, hoped that the paper will be a contribution to the ongoing discussion on the history of mutual benefit societies in different regions of the world and will also stimulate research on an as yet largely unexplored dimensions of the process of growth of industrial working class in India. The findings of this studies indicate that it needs to be recognized and appreciated that the proletarianisation process in different regions around the world and in different countries even in the same region are not homogeneous and are marked by diversities, multiplicity’s of labour forms and varying levels. Author says, it also need to be noted that there is no unique way of coping with the economic and social crises to which industrial and urban workers are frequently exposed. There is also no unique pattern of mutual benefits among the wage workers. These observations are particularly relevant for countries of the third world.
REFERENCE

Review of Past Literature Regarding Labour Welfare


7) Mrs. Leela Poonawala; op.cit.; 1994.


