CHAPTER - 7
Conclusions and Suggestions
# CHAPTER NO. 7

## Conclusions and Suggestions

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CHAPTER VII

CONCLUSIONS AND SUGGESTIONS

7.1 Introduction

Labour Welfare means basically the efforts to make life worth living for the workers by improving his working and living conditions. As worker is human factor of production and his empowerment is important from different angles. Labour Welfare is comprehensive concept dealing with human personality consisting of physical, intellectual, social, psychological and spiritual aspect of the workers well being. It helps to increase efficiency, productivity and to improve moral of the workers and industrial relations. Today there is a growing spirit for improving the quality of work life. In developing country like India it is necessity and importance can hardly be exaggerated. From this point of view we have selected a study of Labour Welfare measures in various leading companies in Pune district.

In this chapter we have discussed the conclusion and made some suggestions or recommendations about Labour Welfare activities to improve the existing condition.

7.2 Conclusions

1. We have discussed the nature, scope and significance of Labour Welfare, the agency for Labour Welfare, financing of Labour Welfare. Again the problems of labour in India and necessity of Labour Welfare
in developing country like India. In this chapter we have provided conceptual and theoretical analysis of Labour Welfare. In our opinion it will provide background for the study of Labour Welfare measures in particular companies in Pune District. In the early years of industrial revolution when modern factory system started and the large scale industries established the relation between the employer and employees was contracted and the employers obligations to the workers was over with the payment of contractual wages. But today it is accepted fact that the well-being of the workers is the first charge on the industry. The term Labour Welfare in a broad sense means the adoption of measures to promote the physical social, psychological and general well being of the working population. The term Labour Welfare is elastic and differs from time to time, industry to industry, country to country. It depends on number of factors as value system education social custom, level of industrialization, social, political and economic factors. Hence it becomes difficult to define the term Labour Welfare. But this is definite that, Labour Welfare promotes well-being of the workers in various ways.

2. Objectives of Labour Welfare measures have varied from time to time and place to place i.e. as paternalism and philanthropy and human naturism at the beginning desire to combat trade unionism and socialism thereafter and recently establish industrial peace device to build up stable labour force, device to promote labour efficiency and productivity. Ethical approach to Labour Welfare implies workers as human being and is entitled as a matter of management to certain basic
amenities in order to lead a decent life scope and Labour Welfare is wide and dynamic. Labour Welfare work can be classified into statutory and non-statutory. Labour Welfare consists of these provisions of welfare work, which depend for their implementation on the coercive power of the government. Employers have to observe those rules. Non-statutory measures include all those activities which employers and take for the workers on voluntary basis. May also undertaken by social organizations. Trade unions may also undertake such voluntary work. Labour Welfare is also classified into intramural activities i.e. services provided inside the factory and extramural which include services and amenities outside the factory. Social security is classified as third group of Labour Welfare work. The factories Act 1948 lays emphasis on the various provisions for Labour Welfare under health and safety. The employers, the state, trade unions and other social organizations must make efforts through provisions of various amenities to make life worth living for the workers. Further labour problems have been discussed of developing country like India and necessity Labour Welfare. The problems are like method of recruitment, absenteeism, migratory character of industrial worker, vitality of workers, hold of customs, tradition, ignorance and illiteracy, ungenial working condition, alcoholism among workers, indebtedness of the workers. All these problems underlay the need to examine measures taken and should be taken to solve the problems.

The constitution of India also emphasized this need in the ‘Directive Principals of State Policy’. After independence various Labour Welfare
measures have been under taken. Hence the need of micro level studies to examine the adequacy of Labour Welfare measures in different industrial organizations.

3. In the first chapter the research design and the research methodology of the study has been explained. The objective of the study was to know the various Labour Welfare measures implemented in various industrial organizations in Pune district and to examine the perception and views of the workers and officials to these measures, and to examine its impacts on workers. The study is with reference to Pune city. Pune today is a major industrial city. Many reputed and leading industries are establishes in Pune. These companies have implemented various innovative measures and development activities for workers their families and also for the people in the neighborhood. So micro level study of it kind will certainly guide other companies in formulating their policies.

4. In the fifth chapter we have discussed the various welfare and development measures provided by various ‘Engineering Industries’ in Pune city and district for the welfare of the workers. Today many organizations implementing two types of welfare activities i.e.

   i) Welfare activities as per laws for the shopfloor level workers

   ii) Welfare activities for the community.

Many organizations are providing medical aid and advice not only to the workers but to the community in which workers are living. Some
organizations have provided fully equipped hospital service for workers and their families.

5. In many organizations, there is arrangement for adequate supply of pure drinking water for all the workers. Adequate washing facilities are provided to male and female workers. Canteen facility is available at very low cost with good food. Facilities for storing and clothing are adequate. Educational facility for children is provided by many organizations. Some organizations have formed credit cooperative societies to help the needy workers in times of financial crisis. Many organizations does not care only its workers welfare but also for society around. In many organizations annual functions, picnics, cultural activities are arranged. Moral rearmament programme is conducted at Pachganxi for personality development of workers. Such type of programmes arranged in many organizations. The objective of it is to change the attitude of the workers to work and life style.

6. Some welfare officers said that every worker in the organization has opportunity to grow. Hence the welfare schemes of the company covers all walks of life of the workers upon his daily need, comfort, safety, career growth, the welfare of the family etc. Social security benefits and long service awards workers are important schemes in many organizations.

7. One of the significant features of some organizations is that community development centers run by the workers. These centers undertake number of activities as 'Balwadis', sport events, libraries,
parental guidance, vocational guidance, picnics, cultural programmes etc. by establishing Mahila Udyog Sanstha and Family Circle has provided employment opportunities to the housewives of the workers.

8. In many organizations consumer cooperative societies, credit cooperative societies are formed by the workers with the encouragement by organizations. Many organizations are also aware of its social responsibility and development project of other community as providing alternative source of energy, for improved sanitation for health checkup of the children. In addition in many organizations variety of training and development programmes on continuous basis are organized. In many organizations these training and development programmes are arranged for job enrichment and higher standard of living for the workers.

9. In sixth chapter analysis of the data collected through questionnaire to examine the views and perception of the workers and the officials to the welfare and development measures. In the third chapter we have taken the review of past literature to understand the concept of labour in detail. In this chapter we have studied the recent Labour Welfare legislation in India i.e. legislations implemented by Central Government, State Government etc. and we have studied the recent amendments in various Labour Welfare acts. At the time of doing research work an attempt is made to study the Labour Welfare facility are provided by the various industrial organizations as per the Labour Welfare legislation in India. So the detailed information of Labour Welfare Acts is taken into account in this chapter.
The other conclusions are as follows –

10. Out of 500 workers in the sample 480 were male and 20 were female. Workers belong to different age group. Hence their relation to welfare measures would be useful as feedback to make changes. Many workers are not much educated and they are interested in taking technical education. Majority of them take technical education after joining their concerned organization. They are interested in giving higher education to the children. Majority of the families belong to middle class. Income of the workers is in the range of Rs. 5000 to 10000. They are satisfied with the income they get. Workers are doing various types of jobs as welder, jobber, painter, machine operator etc.

11. According to some workers, company should provide transport facility. According to them training and development programmes benefited them. It resulted in increase in knowledge, skill and change in attitude to work and life. It also result in increasing productivity, efficiency and reduction in absenteeism. Whole workers seem to satisfied with the statutory and not-statutory welfare measures. Many organizations have provided various welfare amenities, counseling, kaizen etc, are some important features of some organizations. Environment of employees is the focus of many organizations policy.

12. Trade unions are playing positive and constructive role in Labour Welfare measures in many organizations. These measures has fairly good impact on their family budget. They are in a position to save some
money which they are using to purchase domestic appliances. Their working and living standard has improved. Majority of the workers’ monthly income is in the range of Rs. 5000 to 10000. Many organizations help the workers to come out of the addiction to drinking, smoking, tobacco etc, and also many organizations are implementing programme for the development of their personality.

13. In the opinion of different officials measures are important to satisfy basic need of the workers. These measures help in increasing productivity, efficiency and reducing absenteeism and changing attitude to words. Some officers said that, training and development programme are vital to increase knowledge and skill of the workers and to create work culture, participating management, kaizen, counseling, personality development programme are important feature of various industrial organizations. They are useful to create interest and involvement of employees in the work cost pf Labour Welfare measures, is immaterial considering the benefits received. According to some welfare officers, HRD programme is equally important of Labour Welfare.

Due to hard work, commitment determination of employers and employees, some organizations got ISO certificate replied officers.

14. The findings of the study with respect to working and living conditions of workers are given as under-
For studying the working condition of the workers, during the study in some organizations, it was observed that the manufacturing process includes considerable hazards. As regards lighting and ventilation conditions were found the provision of these facilities in highly adequate. Most of the factories cleaned frequently. In many organizations there is a proper arrangement for the disposal of trade wastes and efficient and as a result there is no accumulation of dirt on work place.

The welfare programme particularly approach to an strategy of such a programme need of rethinking at certain level. Therefore certain aspects such as the following need attention.

i) The national health policy visualizes a sustained community health programme as an integral part of the general family welfare programme. The Labour Welfare programme must develop an integrated community health approach in various activities. There is a need for giving greater importance to community education, including community education and auxiliary workers are needed.

ii) There is a need for appropriate training programme for welfare personnel including medical personnel. All of them require orientation in community education, community health, social and preventive medicine and a public hygiene approach to various programme.
iii) The housing, educational and other programme indicate very little coverage, hardly enough for making dent into vital problems and needs.

iv) For quite some time, we have been talking about workers’ participation in development. The planners have repeatedly noted the importance of the involving the community in development. The planning commission has defined the role of the government agencies in this respect as “to help people themselves”, noting that success in achieving rapid improvement in quality of life of the rural and urban people will depend upon the extent of involvement of workers of our vast human resource in national development.

v) There is genuine to improve working and living conditions of the workers in India which is embarked on the programme of industrialization. Employers have to be innovative in devising new welfare measures. Employers have also realized the importance of welfare measures. And its effect on efficiency and productivity and they are implementing new welfare measures.

vi) The activity of management regarding medical, education, housing, recreation and other welfare activities would reflect whether the companies really has a welfare philosophy for the workers.

vii) A comparative study of welfare measures in India and western countries would help to adopt innovative measures, like unemployment benefit, old age etc., should be included in ESI schemes to make it more comprehensive. The PF Act should be
implemented to all organizations. Trade union can undertake some welfare activities.

15) In some organizations formal education regarding health provided by the welfare department periodically have a positive influence on workers health and efficiency and thereby productivity. With affective administrative techniques used by managements, absenteeism can be brought under control.

16) It is found in some research studies that workers more interested in money wages received rather than the welfare amenities provided. Hence, welfare measures can not be substitute for higher wages, welfare amenities should be provided as supplement to higher wages as globalization, liberalization, free market economy have placed new challenges before business organizations. They have to be innovative in increasing productivity efficiency of the organization and reducing cost. Management teachers, consultants have help to managers in responding to changes. It requires business organizations to invest good deal of resources in developing their workers. Here is the importance of training and development activities to increase their knowledge, skill and attitude to work and life. From this point of view Labour Welfare measures assume important role to improve their living and working condition. But business organizations have to go still ahead to Human Resource Development programme to empower their people for their betterment and so also for the development of business organization with professional achievements.
17) The industrial workers are prone to accidents and the government has made provisions for providing full medical facilities to the workers who happen to meet with an accident. Some of the organizations in India have also made extra provisions for making payments to such workers. Almost 3/4th of the organizations in our sample had made such provisions for ex-gratia payments in case of accidents on the job. This practice is more prevalent in 90% of the organizations.

18) Educational activities of the companies are an important component of the welfare package. The study results highlighted that this activity was taken up by many organizations. This educational activity related to adult education, health education, provision of books, merit scholarships and school fee for workers' children. This activity was taken up by many organizations. Vocational training is another useful educational activity which may provide, in contrast to adult education, additional skills to workers and their family members. This in turn may help in increasing the earning level of the families of the workers.

19) Housing facility, also reflects the welfare orientation of the some organizations. A little above 1/3 of the organization in our sample had made a provision of the staff quarters. In India provision of staff quarters has been made either by old companies or those which are set up in the backward areas and are far off from the place of residence of workers. Other companies located in the cities have generally not provided staff
21) An important matter touching the life of the industrial workers is the adoption of welfare measures by different agencies in the country. At present, there are great variations in these activities as between one state and another state and from industry to industry and also between the different units of the same industry. There must be some uniformity in such activities and a definite the provisions of welfare facilities should be regarded as a social obligations and there must be some compulsion enforceable legislation. The factories laws lay 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 rules, that during their investigation, they found the arrangements so loathsome in many organization that it was a wonder that the factory inspectorate concerned did not pay more attention to the matter.

7.3 Suggestions
With the help of analysis and interpretation of primary data, the abovementioned conclusions are drawn. By taking into account the conclusions and inferences of empirical study, some constructive suggestions are given for better implementation of Labour Welfare measures in the Engineering Units in Pune District.

1) The performance of welfare officer depends to a great extent upon his individual ability, experiences as we as the type and quality of professional education and training which he receives from the
recognized institution. Firstly, it is essential for him to develop a through knowledge of three areas of manpower management i.e. Labour Welfare, personnel administration and industrial relation. Secondly, he must acquire social skills for dealing tactfully with people through certain social work process of adjustment, development and integration. However, gaining knowledge and learning skills is not sufficient unless he is genuinely interested in people and their problems.

2) Some reputed professional institutions and organizations of the country training institutions of Labour Welfare and social work, Indian institute of personnel management, Culcutta and National Institute of labors management, Mumbai etc. have developed new methods skills and techniques in the field of Labour Welfare and personnel management on the basis of action research. It is essential for the welfare officers to be in touch with them and put them into practice. For the proper implementation of these suggestion the government should take the lead. It may organize seminars and group discussion of the representations of training institutions, professional bodies and the practicing welfare officers so that each one may be benefited by the others view.

3) Under the welfare officers rules only their duties are allocated and they are not given any authority upon the performance of those duties. So they have to depend upon their personal qualities for the performance of their responsibilities. Under their personal characteristics we can include the capacity to take initiative a deed
insight into the problem that confront him. Sympathetic understanding of the work people during the social work process and an imaginative outlook towards the solution of their problem. The crucial test of his successful functioning would be as to how far he make himself indispensable to the organization by being helpful to the people. His socio-cultural background, his own philosophy of life, his aspiration in the industrial setting and his life experiences which mould his personality and character have direct bearing on his role and functioning. In this perspective we can say that the competent and trained welfare officers should be selected by honest and competent selection committees and they should develop the essential traits of their role performance by hard and sincere work.

4) The Specialist Personnel Management Counselling Services may be established at central level. The most important aspect of this suggestion is that it will facilitate the state Government and the employers to change their views in accordance with the requirements of welfare. The welfare officers are employed by the management but their job will not be perfect till the workers interest are genuinely looked after thoroughly. In this respect the welfare officers must realizes that their mission is higher than their profession. A good Labour Welfare officer must command the full trust and confidence of the workers he serves. Both the employers and the employees must realize it is only in industrial peace that a nation can progress and they must realize that it is only in peace that both the parties stand to gain. A successful Labour Welfare officer must have tact and intelligence. He must be true to both
the parties and must not mislead one against the other. That is why a modern system of education stresses training of Labour Welfare officers by experts in the Universities and the fields. Without a sound background of social work and training of handling the workers and the employers a Labour Welfare officer cannot succeed today. " The role of Labour Welfare officer is crucial to the success of the welfare programmes. Healthy co-operation between management and labour is a necessary prerequisite for the successful implementation of the welfare programmes. To ensure that the workers enjoy a rightful place as a partner in industry, emphasis on his education has been repeated by all study teams. The third five year plan stressed the need for training and education of labour.

5) It has been observed that in examining the welfare facilities provided by the employer in the large scale units in Pune district. It is necessary to draw a distinction between the facilities that are required under law and those provided by the good sense or good will of the employer. Although a number of welfare items are now covered by labour legislation, there still are many progressive measures that are provided by employers, on the basis of enlightened self-interest. But such cases are exceptions rather that the rules. It is a fact that such step will contribute much in bringing the employees nearer their employers. The relation between the two must definitely be cordial. There is no doubt that India is having a large number of labour laws protecting the workers. Merely having a large number of labour laws do not necessarily solve the problem. One will be misled to think that our
workers are all protected well just because we have a load of labours legislation. It is quite a heartening sign no doubt. But what is yet more important is the proper implementation of all these laws. There are loopholes and the management makes the best out of the situation. It is here that the authorities must give proper guidance. There must be strict vigilance. Frequent checking by inspector and other officials along with a liberal outlook of the employers, is essential factors that are called for a smooth progress of Labour Welfare in India.

6) Some large scale engineering units in pune district have declared a policy of voluntary retirement scheme i.e.VRS sometimes it refers as CRS i.e compulsory retirement scheme which is the product of globalization. The industrial units are not in a position to maintain humanity but for quality consciousness they are avoiding increase profit on commercial basis. Taking into account the above mentioned situation it is suggested that the due importance must be given to human factor in production . No doubt the recent advanced and new technologies automation and modernization should be executive must be given the proper and necessary training to adopt all advanced techniques. All the existing workers should be continued and the scheme of improvement of their skills should be launched.

7) Hence the micro level studies of welfare amenities in different industries need to be undertaken. Such studies would be useful to the various companies, government, trade unions. Hence they should be
encouraged. Mutual cooperation of the employer and employees is needed to create congenial environment for the work.

8) Welfare measures would be useful in reducing absenteeism of the workers. A system of effective counseling would be useful in this context.

9) A system of participatory management should be implemented. It enables employers and employees to realise the fruitful results of Labour Welfare activities.

10) There is need to set up welfare committee at factory level. A periodical assessment or evaluation of welfare measures should be done. It would give a proper feed back for evaluating the success of welfare measures. Workers absenteeism may be due to number of factors as alcoholism, ill health, indebtedness, religious causes etc. but can be brought down with effective counseling over period of time.

11) By encouraging suggestion scheme, management can motivate employers, use of administrative measures and cooperation of the workers will go along has in building up efficient and stable labour force. Health survey, socio-economic survey family planning survey would help in framing suitable policies and to undertake welfare programme.
12) There must be careful supervision of the upkeep of premises and equipments, if the facilities provided are to serve their purposes and equipments, if 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 problem confronting workers as human beings and should be fit to make the right kind of approach and should have frequent contacts with them. The national commission on labour points out that a welfare is not accorded adequate importance in an industrial unit. He presence is treated more as a statutory requirement to be tolerated. He should not be made to handle disputes between management and workers. He has to be a maintenance engineer on human side.

13) There is also need to establish more welfare funds for workers. The essential features of such welfare funds should be that they are proportionate to the total number of workers employed and they should be derived from sources of such a nature that the funds are always in a position to promote facilities on a wide scale and to maintain them at a high level of efficiency. Besides, the workers themselves should also participate in the administration of welfare facilities provided by the employers. They would remove the suspicious of the workers. For that purpose it may be suggested that in every organization there should be a welfare committee consisting of elected representatives of the workers, the labour officer of the organization, and one or two more persons nominated by the employers. The main function of the committee should
be the manage and promote various welfare facilities and it should work, as far as possible, independently. It may appoint various sub-committee like a canteen committee, house committee and education committee and so on, for carrying on a day to day work and supervision of every item of welfare activity. Hence, the whole problem must be approached in a realistic manner.

The Labour Welfare and social security programme ensure not only that they (workers) work without tears, but these also ensure that the productivity should be increased and sickness in industries is prevented. Welfare activities, as has been seen above, greatly effect the health and efficiency of the workers and can promote industrial peace in the country. The employers should therefore, in their own interest, undertake the responsibility of providing various kinds of welfare activities. If the employers faster and promote Labour Welfare activities, they can go a long way to win the hearts of the workers. This must establish a new relationship between them and the workers, not based purely on economic and selfish motives, but on higher and ethical grounds. Besides, the employers have a moral obligation to look to the welfare of their workers. It would not be in the interest of the employers to subject their workers to conditions that would be injurious to their health and safety. There are certain measures which must easily fit into the factory set-up and therefore, appropriately belong to the category of measures to be undertaken by the employers. These include canteens crèches and recreational facilities.
The state can also no longer overtake the reality that the working class is the most vital organ of the society, and the government has its obligation to it. There are certain essential conditions which should be enforced with uniformity only by the state e.g. the number of hours of work, non employment of women and children in hazardous works at odd hours, measures relating to the health and safety of the workers, sanitary arrangements, bathrooms and drinking water facility etc. Which are all now included in the labour legislation. There are certain Labour Welfare activities for the carrying out of which the state is the most suitable agency, e.g. housing, educations, medical facilities, social insurance etc. Which involve the large expenditure, and cannot be carried out effectively by the employers alone.

14) The case for the adoption of Labour Welfare by the state is most urgent and important in a country like India, where the workers are still unable to look after their own interest due to wide spread illiteracy and absence of non political meaningful trade unionism, and where the relations between employers and workers are still not cordial very often due to unhealthy prejudices and unfounded suspicions against one another. The government has to step into resolve the misgivings and to preserve the continuity of the stream of production. In a country, where poverty, ignorance degradation have been the common lot of the working class no government, worth the name, can rest content without improving their standard of living.
15) The trade unions can play a very important part in making the Labour Welfare activities as success by making them aware of the provisions of appropriate legislation, and the endeavors of the state to promote welfare through social security measures. The primary aim of a trade union is to maintain, and to improve the working conditions and develop intellectual and moral capacity of its members. The trade unions in India, so far have not contributed much towards labours welfare work and it is argued that an account of lack of funds, it is not possible for the trade unions to undertake the welfare work. However apart from the fact that the financial position of the trade union should be improved and they should take more interest in the constructive side of their activities, as the trade unions in the west do, even at present there are certain welfare activities which can be effectively carried on by the workers themselves. There are various measures which do not incur any heavier financial burden, e.g., providing information with respect to the advances of thrift, education, good sanitary habits etc. They can propagate among the workers the ways and means for living a healthy family life and enforce sanitary conditions in workers. Colonies through the voluntarily organized joint efforts of the workers themselves. They can make the welfare facilities provided by employers or under the law or otherwise popular among the workers. If the trade union leaders want to serve the cause of their comrades sincerely, it is most vital for them to organize information and literacy drives.

We have only to keep in mid the various facts which must be taken care of any welfare schemes in the country e.g., that migratory character of
the workers, lack of effective trade unions greater illiteracy among the workers, large number of plantation workers, for whom welfare schemes require separate organization and the various special and economic problems which are more acute in this country than in others. In other countries voluntary organizations like industrial fatigue and health research bodies institute of industrial hygienic and of psychology and welfare societies are doing pioneer work by way of original research and propaganda in the field of industrial welfare but there are no similarly effective organizations in Pune district and also in India. While efforts should be made to strengthen such agencies, their inadequacy should not be made an excuse for less welfare activities. But in the light of social realities, we should adopt practical measures which can lead to welfare of hundreds of thousands of workers who ceaselessly operate our factories, mill etc throughout the land.

16) Labour Welfare is a part of social security. Labor welfare secures the workers and his family the fullest life in the 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. It can be said that the social security is a total concept and Labour Welfare 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. Thus, any industrial organization is
by now a production unit. It is no longer the exclusive property of the investors —share holders of the factory. The share holders invest their money and the workers invest their sheath and toil. The workers who contribute labour are equal partners in an enterprise. The production and productivity are factors of their labour and are immediately dependent on their health and efficiency. Therefore Labour Welfare must be in the same manner as the share holders right to receive dividend in respect of their holdings. And hence Labour Welfare is no bounty gift, reward or premium but it is workers right.

The workers sometimes are not in a position even to know their own problems. This may be mainly due to their ignorance. It has been pointed out and perhaps to some extent correctly that “these are workers who seem to appreciate welfare only if it takes the form of an increase in their money income.” This is a common attitude not only in India even in the highly developed countries like the USA where the workers are better informed and more advanced. There is a belief that the workers can look after their welfare things better only if they are given higher wages. This a mistaken notion. A higher wage is certainly welcome but it does not necessarily mean better welfare service. For education etc. the estate of the employer may offer higher wages. But the worker must also enjoy life. He must have sufficient recreation facilities. Left to him self a worker may not spend the extra money on recreation. It is in this light that modern school of thinkers emphasis the need for relief, relaxation and recreation. “Welfare should not be considered either as a luxury or an appendage, but as an integral part of the industrial order.
not merely for economic betterment but also for educational, cultural and social advancement.

17) The workers in the factories in Pune district must be informed about the latest developments and events that are taking place round the world. They must know that they are not more machines” Incase of his masterly plays “ Tagore stressed this side of humanism . Let not the new order of production make man a slave of machine. Let machine continue to be the servant of man, he stressed” Only then will man triumph over the new process of mechanization of human resources.

At the same time, the management should not enforce only whatever the statutory rules direct. It will be in the interest of both the parties also to consult each other on the implementation of the welfare services. Only by doing so can the relation between the workers and the employers can be improved. In this sphere the Labour Welfare officers have a great role to play.

In conclusion on the basis of findings the large scale engineering units in Pune District need some constructive changes to improve their conditions about Labour Welfare activities. The workers are the assets of the organizations and their satisfaction in all run . The above mentioned suggestions and recommendations should be taken into consideration emphasizing on the need for improving the Labour Welfare services and there by the workers satisfaction. In the era of privatization globalization and liberalization quality consciousness in
production, application of modern technologies continuous training to workers and Labour Welfare officers and other executives to cope with needs of changing requirements etc. are necessary for development of industrial units and also their long term survival. The continuousness survey to study the workers expectations their satisfaction their skill improvement and their overall development is necessary. Simultaneously the Labour Welfare officer and human resource development officers should be adaptive to the recent technologies and the dynamic situation.