CHAPTER-III
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LABOUR WELFARE MEASURES AND
ITS IMPLICATIONS

"The Concept of a Labour" is necessarily dynamic and has been interpreted in different sense from country to country and from time to time. It is according to "social institution, degree of industrialization and general level of social and economic development".¹

The term welfare is comprehensive that it lends to various interpretations. According to the Royal commission on labour, "Welfare is one which must necessarily be elastic, bearing some what different interpretations in one country from another, according to different social custom, the degree of industrialization and educational development of the workers".²

THE CONCEPT

Labour welfare refers to any agency either statutory or voluntary which aims at betterment of worker's conditions. K.V.Moorthy ³ tolds that "labour welfare has sides, negative and positive, on the one side it is associated with the counter action of the harmful effects of large scale industrialization on the personal, family and social life of the worker, while as the other positive side, it deals with provision of opportunities for the worker and his families for a socially and personally good life.

². Saxana S.R labour problems in india (Meerut)P_237.
REVERSING ROUGHER:

This unit is used for rolling OS slabs into transfer box of thickness from the install slabs thickness.

STICKLE MILL:

It comprises of 4-hi reversing stand with wiler furnace on each side on leating and reduction in the size of the bar takes place in this mill high pressure.

Descalor is situated at the entry of the steckel stand to clean the strip free from scale.

LAMINAR COOLING:

Laminar type cooling system is provided above & below the renount table in order the cool the strip to the required temperature before coiling on the down coiler for some specific grade.

COIL DELIVERY SYSTEM:

This system is a coil conveyor which carrier the hot rolled coil of the bar for dispatch. The coil delivery system is technical with to waking beam type wnserves for accommodating 12 coils signode automatic strapping machine weighing machine are provided.
Industrial or labour welfare include housing, medical education facilities, metriton, facilities for rest and recreation, cooperative societies, provision of sanitary accommodation, holiday with pay, day nurseries and crèches, social insurance measures undertaken voluntarily by employee alone or jointly with workers." 3

Labour Welfare :

Labour in the broad sense of term, may be defined as any hard or brain work but there or no labour problem when persons work for themselves and when persons work for themselves and sell the article that they produce. The term labour refers either to those persons who live by selling their service's directly to employers or to the service's that they sell.

The Oxford dictionary defines labour welfare as "efforts to make life work living for workers". Professor Richardson defines labour welfare work as "any arrangement of working conditions, organization of social and sports club and establishment to funds by a firm, which contributes to the workers health and safety, comfort efficiency, economic security, education and recreation to improve the living and working condition of workers and their families because the workers well being cannot be achieved in isolation of his family." 4

4. Richardson J.H. Industrial relations in great Britain P_172
The government of India labour investigation committee defined the term subjectively saying "anything done for the intellectual, physical, morale and economic betterment for the workers, whether by the employer, government or by the agencies over and above what is laid down by law or what is normally expected as part of the contractual benefit for which the workers may have bargained." 5

The labour investigation committee included under its definition of labour work, the following activities.

"Housing, medical, educational facilities, nutrition (including provision of canteen) facilities for rest and recreation, co-operative societies, day nurseries and crèches, provision of sanitary accommodation holidays with pay, social insurance measures undertaken voluntarily by employers above or jointly with workers, including sickness and maternity benefit scheme, provident funds, gratuity and pensions etc.

OBJECTIVES OF LABOUR WELFARE:

Labour welfare includes both the social and economic contents welfare. Hence, labour welfare activities seek to achieve the following objectives.

5. Richardson J.H. Industrial relations in great Britain P_172
1. To aim at a state of well being, happiness, satisfaction, conservation and development of Human resources.

2. To aim at economic development by means of increasing productivity and through equitable distribution.

3. To aim at social development by means of social services and social action.

4. To emphasis the selling up of minimum desirable standards and provisions of the facilities like.
   
   (a) Health   (b) food   (c) clothing  
   (d) Housing   (e) Medical assistance  (f) Education 
   (g) insurance  (h) job security (i) Recreation.

5. Through well-thought out welfare measures, the employees one freed from those worries of taking care of the basic of living and there by to devoted better attention to task assigned to them. In this process, worker's efficiency and output is enhanced. Moreover through an attractive package of welfare measures, it is possible to attract and remain the better people.

**LABOUR WELFARE SERVICES:**

Labour welfare work can be

1. statutory  2. Non - statutory 3. Mutual
1. **Statutory**

Statutory is the offspring of government coercive powers. The statutes enacted by government from time to time impose a compulsion on the part of an employer to provide for the measures. They quite often aim of providing and preserving the minimum working conditions for workmen. The statutes are frequently reviewed and amended accordingly so as to keep in pace with the changing fundamental welfare requirements and amenities. The government take care to see that the amendments are properly abided by the organization concerned, coming under the preview of the Act.

2. **Non-statutory**

These welfare measures taken up by the employers on their own generously of the basis of their workman. This is an efficiency booster and also serves to reduce conflicts. The extent of the voluntary welfare measures mainly depend on the nature of the organization and the capacity and culture of the management. The voluntary welfare amenities are more where the management is particular in maintaining and refining the existing work force, This is highly dynamic in nature.

3. **Mutual**

These welfare measures are undertaken jointly by the management and workers by each other co-operation. Welfare services are generally divided into two categories, which is discussed under the scope.
SCOPE OF LABOUR WELFARE

According to prof Moorthy in his book on principles of labour welfare explain the scope as follows.

"Labour welfare has two sides. Negative and positive. On the one side it is associated with the counters acting of the harmful effects of large scale industrialization on the personal family and social life of the worker, while on other ( the positive side) it deals with provisional of opportunities for the workers and his family for a socially and personally good life".

The scope of labour welfare covers all inter-mural and extra-mural welfare activities as the statutory and non-statutory welfare measures undertaken by employers, government, trade union and the other agencies for the betterment of workers.

Labour welfare activities provided inside the mill are known as "inter-mural" and outside of the factory known as "Extra-Mural activities". The committee of experts on welfare facilities for industrial workers convened by international labour organization (1963) included the following items under the term "labour Welfare".

### Welfare and amenities

- **With in the precincts of Establishment**
- **Welfare outside the Establishment**

<table>
<thead>
<tr>
<th>1. Latrines and urinals</th>
<th>Maternity Benefits</th>
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<tbody>
<tr>
<td>2. Washing and bathing facilities</td>
<td>Social insurance measures (including gratuity, pension, provident fund &amp; rehabilitation)</td>
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<tr>
<td>3. Crèches</td>
<td>Benevolent funds</td>
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<tr>
<td>4. Rest shelters &amp; canteens</td>
<td>Medical facilities (including programs for physical fitness and efficiency, family planning &amp; child welfare)</td>
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<tr>
<td>5. Health services including occupational safety</td>
<td>Housing facilities</td>
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<tr>
<td>6. Arrangement for drinking water</td>
<td>Educational facilities</td>
</tr>
<tr>
<td>7. Arrangement for prevention of fatigue</td>
<td>Recreation facilities (including sports, cultural activities, library &amp; reading rooms)</td>
</tr>
<tr>
<td>8. Administrative arrangement with in a plan to look after welfare</td>
<td>Holidays home and leave travel facilities</td>
</tr>
<tr>
<td>9. Uniform and protective clothing</td>
<td>Workers cooperative including consumer cooperative stores, fair price shops and cooperative credit and thrift societies.</td>
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<tr>
<td>10. Shift allowance</td>
<td>Vocational training for dependents of workers.</td>
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<tr>
<td>11. Other programs for the welfare of the women's youth and children.</td>
<td></td>
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<tr>
<td>12. Transport to and from the place of work</td>
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### NEED FOR LABOUR WELFARE:

The need for labour welfare was strongly felt by the Royal commission on labour as back as in 1931, primarily because of lack of commitment to industrial work among workers and the harsh treatment they receive from the employers.
This need was emphasized in free India, by the constitution that laid down the following articles in this regard.

**ARTICLE 41:**

"The state shall within the limits of its economic capacity and development, make effective provision for security the right to work, to education and to public assistance in case of UN employment, old age, sickness and disablement and in other cases of undeserved want"

**SECTION 42:**

"The state shall make provisions for securing just an human conditions of work and for maternity relief".

**ARTICLE 43:**

"The state shall endeavour to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a wage, condition of work ensuring a decent standard of life and full employment of leisure and social and cultural opportunities, and in particular, the state shall endeavour to promote cottage industries on an individual or co-operative basis in rural area".

The liberalization, privatization and globalization of Indian economy in the past few years have presented unprecedented challenges the decision makers in the
government industry and service sectors, to complete in the global market with competitive edge of products. This objective cannot be achieved unless an until the workers are highly satisfied with the working environment and welfare facilities which has an important impact on industrial relations.

**ORIGIN AND HISTORICAL DEVELOPMENT OF LABOUR WELFARE IN INDIA:**

In India the concept of labour welfare had undergone many changes and developments.

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tr>
<td>1884</td>
<td>Mr N.M. Lolhande, chairman of mill hands association brought the workman together on two different occasions and presented a character of demands to the Mulock commission which is a land mark in the history of labour welfare.</td>
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<td>1919</td>
<td>International Labour Organization was set up which recognized for the first time, the importance of labour in economic and social reconstruction of the world.</td>
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<td>1922</td>
<td>Government of India enacted the Factories Act of 1922 which was made applicable to all factories.</td>
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<td>1926</td>
<td>The Factories Act was again amended and the following important changes were introduced. A ½ hour interval. B. Double employment as an office on the part of parent or guardian who allowed the child for the same. C. Reporting of accident was mandatory etc.</td>
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<tr>
<td>1934</td>
<td>The next Factories Act 1934, brought changes in regulations of safety, welfare and health provisions.</td>
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| 1948 | The Factories Act 1948 was a milestone in the history of labour welfare in India. This act is applicable to all.
factories employing 10 persons or more when it uses power and 20 persons or more when no power is used. The major provisions enumerated under the act are health, safety, welfare, holiday, spread over, accident reporting etc.

The Employees State Insurance [ESI] act was passed to provide benefits to workers in the event of sickness, maternity, employment injury etc.

<table>
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<tr>
<th>Year</th>
<th>Act</th>
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<td>1952</td>
<td>Employees provident fund [miscellaneous provisions] act of 1952 was enacted.</td>
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<tr>
<td>1972</td>
<td>Payment of gratuity act 1972 was enacted to provide a lump sum payment at the time of retirements.</td>
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A part from this the workmen compensation act 1923, payment of wages act 1936, minimum wages act 1948 were enacted to regulate the payment of workers, Also the industrial employment( standing orders) Act 1946, the industrial dispute act 1947, the trade union Act 1926, were enacted in order to make as smooth working life for the workmen employed in a company.

Thus, in the history of labour welfare major provisions were brought in by legislative measures. However, the other agencies like trade union, employers, government and other agencies have also played a vital role for the development of workers.

In India industries has marked a steady and Tremendous growth since independence. Government tries best to ensure that the industrial units are protected and that a market is available for the their product.
The factories Act 1948 was enacted to protect the factory workers from dangers to their health from machines and from bad working condition's in the factory. It has detailed provisions relating to the health, safety and welfare of workers as well as concerning this working conditions, safety measures and other facilities to enhance their welfare. These includes clauses such as the maximum number of hours a workers may be employed in a factory, facilities of interval for rest off hours, lorned and other leave.

TO WHOM DOES THIS APPLY:

It applies to every factory established in India, including the ones owned by the government.

HEALTH SAFETY AND WELFARE OF WORKERS:

Every employee is required to provide and maintain facilities in his company to ensure proper safe ground to the health of workers.

CLEANLINESS:

The employer will keep the company clean and free from effluvia arising from any drain or other nuisance. Dirt and refuse should be removed daily. Floors will be cleaned every week by washing with disgin feetant. Wet flour will be dried up. Walls and ceilings if painted should be repainted atleast once in five years washable water paint will be repainted with at least one coat once in 3 years. White wash and colour wash will be done once in every 14 months.
DISPOSABLE OF WASTES, VENTILATION AND TEMPERATURE:

The employer should take effective arrangement for the disposal of all industrial wastes and effluents; to provide fresh air and resumable conditions of comfort to prevent any injury to health of the workers, the employer must maintain effective and adequate provisions, walls and roofs should be made of such material and be so designed to prevent the high raise of temperature. White wash, spray insulation and screen should be used to keep the temperature at specified level.

DUST AND FUMES:

To prevent inhalation or accumulation of dust and fumes, injuries or offensive to the workers, the employer must take effective measures for their exhaust from the workroom.

ARTIFICIAL HUMIDIFICATION:

If humidity in a factory is lessened due to its manufacturing process, the employer must make arrangements for artificial cooling of air in the work rooms, using clean and wholesome water from public supply.

OVER CROWDING:

The employer must avoid over crowding list it endangers the health of workers in any room of the company. There should be 500 cubic feet of space for every worker. In calculating this, to account will be taken of space more than 14 feet above the ground level.
LIGHTING:
The employer must provide and maintain sufficient and suitable natural and artificial lighting in the company rooms. Steps must be taken to avoid glare, reflection or shadow that can cause eye strain or risk of accident to any workers.

DRINKING WATER:
Sufficient supply of water has to be maintained by employer at suitable and convenient points. The containers must be legibly marked "DRINKING WATER" and kept at a distance not less than 20 feet from any washing place, urinal or latrine. If a company employs 250 worker its employer must arrange cooling/cool drinking water.

LATRINES AND URINALS:
An employer must construct separate enclosed accommodation for latrine and urinals for male and female workers conveniently situated and accessible. These should be adequately lighted, ventilated and maintained in a clean sanitary condition by sweepers employed by the company.

SPITTONS:
In every company, a sufficient number of spittons should be kept at convenient place.
SAFETY:

The act makes it obligatory for the employer to ensure the following safety measures for the workers.

1. Fencing of all dangerous and moving parts of the machinery while these are in motion or in use.

2. Covering of all pits, dumps and opening which may be a source of danger to the workers.

3. Keeping floors, stairs and other means of access safe for the workers.


5. Encasing and guardung of every set of screw, bolt, spindle wheel or pinyin.

6. Ensuring safe working pressure in pressure plant and machinery operated at pressure above atmospheric pressure.

7. Supply of safety application like goggles, safety boots/shoes, gloves and others.

8. Provisions of means of escape in case of fire and warning system in case of explosive inflammable dust or gas.

9. Sundry necessary precautions against fire, dangerous fumes, risk of injury to eyes lifting of excessive weights and excessive speed of revolving machinery.

10. All hoists, lifts, lifting machinery’s, chain and ropes are to be of good mechanical construction, sound material and adequate strength.

There are not to be loaded beyond the safe working load which is to be clearly marked there on and also to be sufficiently protected by enclosures fitted with interlocking
gates. The gates are also to be maintained properly and examined thoroughly at a prescribed periodicity.

WELFARE:

The following prescribed welfare facility has to be provided by the employer to the workers in a company.

SHELTER, REST ROOMS AND LUNCH ROOMS:
Every company employing more than 150 workers should have the provision for rest rooms.

FIRST AID APPLICATIONS:
The employer must provide and maintain first aid boxes or cup-boards, filled with prescribed contents.

There should be at least one such box for every 150 workers accessible to there worker during all working hours. In a company with 500 or more workers the employer provide and maintain an ambulance room in charge staff it will contain the prescribed equipment served. And its facilities must always be readily available to the workers during the working hours of the Company.

CANTEEN:

If a company employs 250 or more workers the employer should provide and maintain canteen facilities for the workers. If should be Run in its construction, furniture other equipment, food to be served.
WASHING FACILITIES:
Every employee is required to provide adequate, suitable, separate and properly screened facilities for washing. These should be conveniently accessible and kept clean.

STORING AND DRYING FACILITIES OF CLOTHES:
The employee will provide a place suitable place for keeping the clothes not worn during working hours and for drying of wet clothes by the workers.

WORKING HOURS:

WEEKLY:
No adult workers shall be required to allow to work in a factory for more than 48 hours in a week.

DAILY HOURS:
No Worker shall be allowed to work in a company for more than 8 hours a day.

OVER TIME:
If a worker work for more than 8 hours in a day or more than 48 hours in a week, the employer will pay him wages at double the rate of his normal wage.

INTERVAL FOR REST:
The worker shall be given an interval for rest at least for half an hour per every 5 hours of his working day.

"The factories Act 1948 through rules out a clear cut, well defined regulations of all welfare measures from all angle-view"
It is up to an organization to adopt these legitimate rules effectively. Labour welfare measures is a tool for industrial peace and productivity. Productivity usually means possession or use of power to create. In practice, it involves to notion of degree of utilization of these power to create. A more formal definition of the term productivity is "The degree to which the power to make or provide goods or services having exchange values which is utilised and measured by the output obtained".

Productivity refers to a comparison between the quality of good or services employed in turning out these goods or services. When the same resources that were employed in the past, now produce more than they did before, the productivity is said to have increased.

Rostas maintains that labour productivity is the most appropriate concept for measuring productivity. "We have made it clear in our terminology that we regard productivity of a labour as a measurement of general efficiency in the use of labour and not of the effort of the labour which later is obviously too narrow to be much value".

Rostas Productivity prospects for growth, work in America institute Seria. Productivity of the labour in influenced by the combined effects of large number of separate though inter related factors, such as the amount and quality of equipment employed, technical improvement, managerial efficiency, the flow of materials and components, the relative contribution of units at different levels of efficiency as well.

Rostas Productivity prospects for growth, work in America institute seria.
as the skill and effort to the worker. Its importance is derived from the central positive
of labour and is particularly appropriate for a society in which in Marshall’s word man
is both "The end and the agent of production".

In the emerging context of an overall resource crunch, there is no alternative but
to push for enhanced productivity. Worker will not enhance their productivity unless
they see in it the prospects for reaping the benefits. The problem with productivity is that
while individually it may not lead to much collectively it raises natural welfare and leads to
greater accumulation of national Wealth.

FACTORIES ACT OF 1948:

This act brought mainly to ensure and promote health, welfare and safety of
workers employed in the factory. This Act is applicable to premises including
precinets their of when ten or more workers are employed with the aid of power 20
or more workers employed without power. The various other acts enacted for the
benefit of the workers.

THE EMPLOYEES STATE INSURANCE ACT 1948:

This act was passed to provided for medical care and treatment, payment of
cash benefit in the event of sickness, maternity and employment injury, pension to
the dependants on the death of the workers.
PAYMENT OF GRATUITY ACT 1972:

The Act is a social security legislation which imposes statutory liability upon an employer to pay employee (who has put in a continuous service of 5 years) on his super-annuation or retirement or resignation. It is a lump sum payment to an employee in consideration of his past services. This Act enables the employees to meet new situations which quite of an mean, reduction in earnings or even total stoppage of earnings. In the case of death of an employee no need of 5 years continuous service. It provides much need financial assistance to the surviving member of the family.

WORKMEN COMPENSATION ACT 1923:

This Act was enacted for the benefit of the workers. This Act imposes statutory liability upon an employer to discharge his morale obligation towards his employees when they suffer from physical disabilities and diseases arising during the course of employment in hazardous working conditions. The act also seeks to help the dependents of the workmen rendered destitute by the 'accidents' and from the hardship arising out from such accident. The Act provides for cheaper and quicker mode of disposal of disputes relating to compensation through special proceeding’s than possible under the civil law.

Employees provident fund and miscellaneous provision Act 1952 was erected to provide provident fund for the employees.
HOURS OF WORK ADULTS:

Factories at also provides the working hours for adults.

A. Not more than 48 hours a week should be followed.

B. At least, one rest day each week is to be provided.

D. An adult should work not more than 9 hours of work each day with maximum of 5 hours of continuous work without 30 minutes of rest.

D. Overtime rate will be twice the ordinary rate.

ANNUAL LEAVE WAGES:

Each worker who has worked for 240 days in calendar year shall be allowed, during subsequent calendar year, leave with wages for one day for each 20 days worked during the previous year.

THE VIEWS ON INCREASING PRODUCTIVITY OF DIFFERENT GROUPS ARE AS FOLLOWS:

WORKERS:

Workers often fear rise in productivity. There is fear of exploitation in that they have to work more but the additional compensation may not be commensurate with additional work. Workers can show their good performance once productivity measurement is introduced.
SUPERVISORS:

Good supervisor can show his own organising capabilities by helping to raise the productivity of his own group.

MANAGERS:

Managers have to organize better infrastructures methods, materials flow and all related inputs such a providing proper labour welfare measures which will improve the productivity.

UNION LEADERS:

The employees who finally raise productivity and once they have done so their representative leader can ask for a slice of the cake. They also perceive what the owner or share holders perceive that is growth of organisation and better future prospects of the employees.

HOW TO INCREASE PRODUCTIVITY:

To increase productivity in an organization one has to understand not only what steps to increase it and encourage and implement them.

Management has to ensure their inputs, train the workers whenever they need training, motivate them to say and work continuously, the worker has joined employment for the main purpose of working. If we ensure that his working environment is more attractive than he is more likely to be at his work place than
elsewhere. Good working conditions, good human relation, motivation, purposeful work and achievements are the reasons why people like to work besides the salary. Finally, it is clear that the productivity of an organisation is based on worker's satisfaction. If proper welfare measures were provided in the organization means if will lead to increase productivity as a whole.

The following are the reflections of labour welfare means in general.

1. It makes the services in the organization attractive to the employers.
2. It creates a stable workforce.
3. It reduces turnover and absenteeism.
4. It improves efficiency of the employees.
5. It improves better relationship between employers and employees.
6. It improves the mental and physical health of employees.
7. It enhances the productivity of employees.
8. It increases the standard of living of employees.
9. It boosts up the morale of the employees.
10. It tunes the industrial harmony.

Hence it is apt to say, labour welfare measures is a tool for industrial peace and productivities.