Chapter – II

Labour Welfare Measures in India and the Study Unit
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LABOUR WELFARE MEASURES IN INDIA AND
THE STUDY UNIT

2.1 WELFARE

Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well being of an individual. Moreover, the term welfare is a relative concept, relative in time and space. The concept of welfare therefore varies from time to time and from country to country and region to region.

2.2 LABOUR WELFARE

Labour welfare, also referred to as betterment work for employees or employee services, refers to taking care of the well being of workers by employers, trade unions, Government and independent organisations.

It is rather difficult to define the term labour welfare precisely, because the term welfare, as mentioned earlier, is a comprehensive and relative concept.
2.3 DEFINITIONS

The Oxford dictionary defines, Labour Welfare as, “efforts to make life worth living for workmen”.

➢ Labour Welfare “is a term”, reported the Royal Commission on Labour, “which must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to the different social customs, the degree of industrialisation and the educational development of the worker”.

➢ According to the International Labour Office, Asian Regional Conference, defined Labour Welfare as a term which is understood to include “such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale”.

➢ Different writers have defined it in different ways. Some writers say that only voluntary efforts on the part of employers to improve the conditions of employment in their factories form the scope of labour welfare efforts.
Some others say that it includes not only voluntary efforts of the employers but also the minimum standards of hygiene and safely laid down in general legislation.

2.4 CONCEPT OF LABOUR WELFARE

Labour welfare has two aspects, negative and positive.

ON THE NEGATIVE SIDE

Labour welfare is concerned with the "counteracting of the baneful effects of the large-scale industrial system of production - especially capitalistic, so far as India is concerned - on the personal family and social life of the worker.

ON THE POSITIVE SIDE

It deals with the provision of opportunities for the worker and his family for a good life as understood in its most comprehensive sense".

Labour Welfare operates to neutralise the harmful effects of large-scale industrialisation and urbanisation. Provision of welfare amenities enables the workers to live a richer and more satisfactory life and contributes to their efficiency and productivity. It helps in maintaining industrial peace.
2.5 OBJECTIVES OF LABOUR WELFARE

Some “important objectives” which actuate an employer to take up voluntary labour welfare services are as follows:

- To give expression to philanthropic and paternalistic feelings.
- To win over employees’ loyalty and increase their morale.
- To combat trade unionism and socialist ideas.
- To build up stable labour force, to reduce labour turnover and absenteeism.
- To develop efficiency and productivity among workers.
- To save oneself from heavy taxes on surplus profits.
- To earn goodwill and enhance public image.
- To reduce the threat of further Government intervention.
- To make recruitment more effective (because these benefits add to job appeal).

2.6 WELFARE ACTIVITIES AND THEIR TYPES:

The meaning of labour welfare may be made clearer by listing the activities and facilities, which are referred to as welfare measures.

Under the Factories Act, 1948, Welfare Measures include facilities for washing, storing and drying clothes, sitting, first aid, canteens, shelters, rest and lunchrooms and crèches.
➢ Housing and home making assistance;
➢ Provision for rest and recreation;
➢ Educational assistance other than vocational training; and
➢ Financial betterment.

Moorthy gives a comprehensive list of welfare activities in his monumental work on labour welfare. He divides welfare measures into two broad groups, namely,

➢ Welfare measures inside the work place; and
➢ Welfare measures outside the work place.

Each Group includes several activities.

A. WELFARE MEASURES INSIDE THE WORK PLACE

➢ CONDITIONS OF THE WORK ENVIRONMENT

- Neighbourhood safety and cleanliness; attention to approaches.
- Housekeeping; upkeep of premises - compound wall, lawns, gardens, etc., egress and ingress, passages and doors; whitewashing of walls and floor maintenance.
- Workshop (room) sanitation and cleanliness; temperature, humidity, ventilation, lighting, elimination of dust, smoke, fumes, gasses;
- Control of effluents;
• Convenience and comfort during work, i.e., operatives’ posture, sitting arrangements;
• Distribution of work hours and provision for rest times, meal times and breaks;
• Workmen’s safety measures, i.e., maintenance of machines and tools, fencing the machines, providing guards, helmets, aprons, goggles, and first-aid equipment;
• Supply of necessary beverages and pills and tablets, i.e., salt tablets, milk, soda;
• Notice Boards; posters, pictures, slogans; information or communication.

> CONVENIENCES

• Urinals and Lavatories, wash basins, bathrooms, provision for spittoons; waste disposal;
• Provision and care of drinking water; water coolers;
• Canteen services: full-meal, mobile canteen;
• Management of workers’ cloak rooms, rest rooms, reading room and library.
➢ WORKER’S HEALTH SERVICES

Factory health centre; dispensary, ambulance, emergency aid; medical examination for workers; health education, health research; family planning services.

➢ WOMEN AND CHILD WELFARE

Antenatal and postnatal care, maternity aid, crèche and child care, women’s general education; separate services for women workers, i.e., lunch rooms, urinals, rest rooms; women’s recreation (indoor) family planning services.

➢ WORKERS’ RECREATION

Indoor Games; Strenuous games to be avoided during intervals of work.

➢ EMPLOYMENT FOLLOW-UP

Progress of the operative in his work; his adjustment problems with regard to machines and workload, supervisors and colleagues; industrial counselling.
➢ ECONOMIC SERVICES:

Co-operatives, loans, financial grants; thrift and saving schemes; budget knowledge, unemployment insurance, health insurance, employment bureau, profit-sharing and Bonus schemes; transport services; provident fund, gratuity and pension; rewards and incentives; Workmen’s compensation for injury; family assistance in times of need.

➢ LABOUR - MANAGEMENT PARTICIPATION

• Formation and working of various committees, i.e., works committee, safety committee, canteen committee, consultation in welfare area, in production area, in the area of administration, in the area of public relations;

• Workmen’s arbitration council;

• Research bureau.

➢ WORKERS’ EDUCATION

Reading room, library, circulating library; visual education; literacy classes, adult education, social education; daily news review; factory news bulletin; co-operation with workers in education services.
B. WELFARE MEASURES OUTSIDE THE WORK PLACE

➢ **Housing:** Bachelors’ quarters; family residences according to types and rooms;

➢ Water, sanitation, waste disposal;

➢ Roads, lighting, parks, recreation, playgrounds;

➢ School - nursery, primary, secondary and high school;

➢ Markets, co-operatives, consumers, and credit societies;

➢ Bank;

➢ Transport;

➢ **Communication:** Post, telegraph and telephone.

➢ **Health and Medical services:** Dispensary; emergency ward, lying-in services, out-patient and in-patient care, family visiting; family planning.

➢ **Recreation:** Games; clubs; craft centres; cultural programmes, i.e., music clubs; interest and hobby circles; festival celebrations; study circles; reading room and library; open air theatre; swimming pool; athletics, gymnasia.

➢ **Watch and ward:** Security.

➢ **Community Leadership Development:** Council of Elders; committee of representatives; administration of community services and problems; child, youth and women’s clubs.
The welfare activities mentioned above are theoretical. It is useful, in this context to know which employees services have been provided by industrial establishments. Such knowledge is necessary to our understanding of the extent of the implementation of the measures listed above. Besides, it indicates whether the owners of factories, if any, have provided additional measures.

2.7 PRINCIPLES OF LABOUR WELFARE

There are various principles have to be borne in mind while implementing labour welfare measures in order to make the welfare programme successful. These principles are:

- **PRINCIPLE OF CO-ORDINATION**

  Which means that the welfare programme should not be planned and implemented piecemeal. Simultaneous and comprehensive programmes will be more effective.

- **PRINCIPLE OF ASSOCIATION**

  Which means that the workers' involvement is necessary to make welfare work successful.
• **PRINCIPLE OF RESPONSIBILITY**

It refers to the fact that the implementation of a welfare programme is the duty of the welfare committee, comprising the Personnel Officer, the Welfare Officer, and workers' representatives. The committee is vested with authority and resources for the purpose. At the same time, the welfare committee must be made responsible for results.

• **PRINCIPLE OF TIMELINESS**

Which implies that welfare activities must be provided when there is a need for them and when times is opportune.

• **PRINCIPLE OF FREEDOM**

Which implies that workers should not be compelled to avail themselves of these facilities.

### 2.8 IMPORTANCE OF LABOUR WELFARE

There is no need to emphasis the importance of labour welfare. Everybody knows now that workers occupy an important place in society.

"Their labour helps to dig and haul coal from the bowels of the earth; to fetch and refine oil, to build dams and reservoirs, to lay pipes, canals, railway lines and roads. Their labour creates and transmits power"
and, through various places of manufacture, patterns raw materials into finished products of necessity as well as of luxury”.

The Importance of providing welfare facilities may be brought out in the following points.

➢ Improved industrial relations;
➢ Reduced labour turnover and absenteeism;
➢ Improved efficiency and productivity;
➢ Minimisation of the incidence of social evils – alcholism, gambling and prostitution;
➢ A healthy, cheerful and confident looking worker in the factory.

2.9 PRINCIPLES OF LABOUR WELFARE SERVICES

Following are the general principles to be followed in setting up a labour welfare service.

➢ The Service should satisfy real needs of the workers.
➢ The Service should be such as can be handled best by a group approach.
➢ The employer should not assume a benevolent posture.
➢ The cost of the service should be calculable.
2.10 LABOUR WELFARE IN INDIA

The chapter on the Directive Principles of state policy in our constitution expresses the need for labour welfare thus:

ARTICLE - 32: The state shall make effective provision for securing the right to work to education and to public assistance, in case of unemployment, old age, sickness, disablement, and other cases of undeserved want.

ARTICLE - 33: The state shall make provision for securing just and human conditions of work and for maternity relief.

ARTICLE - 39: The state shall, in particular, direct its policy towards securing:

- That the citizens, men and women equally, have the right to an adequate means of livelihood;
- That the ownership and control of the material resources are so distributed as to sub serve the common good;
- That the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment;
• That there is equal pay for equal work for both men and women; and

• That the health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter a vocation unsuited for their age or strength.

ARTICLE - 41: The state shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement and other cases of under served wants.

ARTICLE - 42: The state shall make provision for securing just and human conditions of work and for maternity relief.

ARTICLE - 43: The state shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural industrial or otherwise, work, a living 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 areas.
ARTICLE - 43(A): The state shall take steps, by suitable legislation or in any other way, to secure participation of workers in the development of undertaking, establishments or other organisations engaged in any industry.

2.11 THE FACTORIES ACT, 1948

The Factories Act contains detailed provisions to ensure the health, safety and welfare of workers.

Health provisions are contained in Chapter-III of the Factories Act 1948, Section 11 to 20 of the Act deal with the provisions ensuring the health of the workers in the conditions under which work is carried on in the factories.

I. HEALTH / SANITARY / HYGINIC PROVISIONS (Sec 11 to 20)

1. CLEANLINESS (Sec 11)

Every factory should be kept clean and free from dust arising from any drain, privy or other nuisance.

2. DISPOSAL OF WASTE AND AFFLUENTS (Sec 12)

Effective arrangements must be made in every factory for the disposal of waste and affluents due to the manufacturing process.
3. VENTILATION AND TEMPERATURE (Sec 13)

Adequate ventilation by the circulation of fresh air and such a temperature to secure to worker here in reasonable comfort, and prevent injury to health.

4. DUST AND FUME (Sec 14)

Effective measurers must be taken in the factory for prevention of inhalation or accumulation of dust and fumes in work rooms.

5. ARTIFICIAL HUMIDIFICATION (Sec 15)

In respect of all factories in which the humidity of the air is artificially increased, the State Government may make rules prescribing standards of humidification.

6. OVER CROWDING (Sec 16)

There must not be over crowding in any room of the factory so as to be injurious to the health of the workers. There must be atleast 350 cubic feet to 500 cubic feet of space for every worker.

7. LIGHTING (Sec 17)

In every part to the factory where workers are working or passing, sufficient and suitable lighting, natural or artificial or both shall be provided and maintained.
8. DRINKING WATER (Sec 18)

In every factory, effective arrangements shall be made to provide, a sufficient supply of wholesome drinking water.

9. LATRINES AND URINALS (Sec 19)

In every factory, separate enclosed accommodation of latrines and urinals of prescribed types of male and female workers must be provided.

10. SPITTOONS (Sec 20)

In every factory there shall be provided a sufficient number of spittoon at convenient places.

II SAFETY PROVISIONS (Sec 21 to 40)

It is obligatory on the part of every occupier of a factory to provide safety measures necessary to secure the safety of the workers in the factory. The Factories Act provides the guidelines for the occupier. The following are the provisions dealing with the safety of the workers.

Safety provisions are contained in Chapter IV of the Act (Sec 21 to 41). Safety provisions are classified into three parts,
MAChINeS

1. FENCING OF MACHINERY (Sec 21)

In every factory, dangerous part of any machinery must be securely fenced while the parts of the machinery are in motion.

2. STRIKING GEARS / DEVICES FOR CUTTING OF POWER (Sec 24)

Suitable striking gear and other devices to cut off the power and electricity during emergency must be provided.

3. SELF - ACTING MACHINE (Sec 25)

There should be sufficient space i.e. distance 18 inches from any fixed structure or wall.

4. CASTING OF NEW MACHINERY (Sec 26)

All machines driven by power should be efficiency guarded to prevent dangers.
5. **LIFTS (Sec 28)**

   The hoists and lifts must be made of sound materials and should be properly maintained.

6. **LIFTING MACHINES (Sec 29)**

   Machines, chains and ropes, sufficient safeguards must be prescribed for the purpose of raising and lowering person, goods or material.

7. **REVOLVING MACHINES (Sec 30)**

   The revolving machines must be fenced to avoid dangers. A notice indicating the speed of the machine shall be affixed near it.

8. **PRESSURE PLANTS (Sec 31)**

   Effective measures must be provided for safe working pressure.

**WORKERS**

1. **WORK ON OR NEAR MACHINERY IN MOTION (Sec 22)**

   Women and young children should not be allowed to clean any part of the machinery in motion.
2. EMPLOYEMENT OF YOUNG PERSON ON DANGERS MACHINES (Sec 23)

Young persons should not be employed to work at dangerous machines, unless they are fully instructed as to the dangers involved in medding with the machine.

3. PROHIBITION OF EMPLOYMENT OF WOMEN AND CHILD WORKERS ON COTTON OPENER (Sec 27)

For pressing cotton, women as children should not be employed.

4. EXCESSIVE WIGHT (Sec 34)

To carry or move any loaded machineries which are likely to cause injuries.

5. PROTECTION TO EYES (Sec 35)

Protection to eyes must be provided in the form of effective screen or suitable goggle.

6. PRECAUTIONS AGAINST DANGEROUS FUMES (Sec 36)

The emission or dangerous fumes or gases, they should be confined in every chamber, tank, or pipes etc., So that the workers are not exposed to it.
7. **PRECAUTIONS AGAINST EXPLOSIVE ETC., (Sec 37)**

The emission of explosives, inflammable dust etc., such emission must be prevented at the sources of production.

8. **PRECAUTIONS AGAINST FIRE (Sec 38)**

All means of escape from the factory must be provided in case of explosion of fire.

❖ **BUILDINGS**

1. **FLOORS, STEPS AND STAIRS ETC., (Sec 32)**

The floors, steps and staircases must be in a sound condition.

2. **ENCLOSING PITS, STUMPS ETC., (Sec 33)**

Handrails and other safety measures must be provided for stair cases, steps etc., So that any worker in danger can be saved.

3. **OPENINGS IN FLOORS OR SEWING (Sec 39)**

The pits opening in fences our floor which by its nature of construction in dangerous should be securely fenced or covered.
4.  **POWER TO PROHIBIT (Sec 40)**

    If any part of a buildings, machinery or plant in a factory is in a
dangerous condition, the inspector may require the occupier or manager.

III. **WELFARE PROVISIONS (Sec 42 to 49)**

    The basis of welfare provisions in the Factories Act in on the report
of the Royal Commission, which said that suitable washing and other
facilities, must be provided for the employees in factories.

    Welfare provisions are contained in Chapter V Sec 42 to 49 of the
Factories Act deal with the provisions for the welfare of the workers.

1. **WASHING FACILITIES (Sec 42)**

    Separate and adequate screened partitions must be made for the use
of male and female workers, for the purpose of washing and bathing by
the workers.

2. **FACILITIES FOR STORING AND DRYING CLOTHES**

    (Sec 43)

    The State Government may make rules requiring the factories to
provide suitable places for drying wet clothes. The places must be free
from risk of theft.
3. SITTING FACILITIES (Sec 44)

Where workers are obliged to work in a standing position, suitable arrangements for sitting must be provided in every factory.

4. FIRST-AID APPLIANCES (Sec 45)

First-aid boxes or cupboards with the prescribed contents must be provided and maintained in every factory. For every 150 workers there must be at least one such box.

5. CANTEENS (Sec 46)

Factory employing more than 250 workers ordinarily, to provide for a canteen and to be maintained by the occupier for the use of the workers.

6. REST ROOM, LUNCH ROOM AND SHELTERS (Sec 47)

Every factory employing more than 150 workers must provide adequate and suitable shelters or rest room and lunchroom, satisfying the conditions prescribed by the State Government.

7. CRECHES (Sec 48)

In every factory ordinarily employing more than 50 women workers, a suitable room or rooms for the use of children under the age of 6 years of such women must be provided and maintained.
8. APPOINTMENT OF LABOUR WELFARE OFFICER

(Sec 49)

Every factory ordinarily employing 500 or more workers must employ such number of welfare officers as may be prescribed for the factory.

2.12 STATUTORY PROVISIONS FOR THE WELFARE OF WOMEN WORKERS

These are as follows;

➢ Equal pay for work of equal value.
➢ Maternity protection.
➢ Night work.
➢ Maximum permissible weight of load.
➢ Creches facilities.
➢ Unhealthy employments.
➢ Other welfare facilities.

2.13 SOCIAL SECURITY

According to the Social Security (Minimum Standards) convention adopted by the ILO in 1952 following are nine components of social security.
➤ Medical care.
➤ Sickness benefit.
➤ Unemployment benefit.
➤ Old-age benefit.
➤ Employment injury benefit.
➤ Family benefit.
➤ Maternity benefit.
➤ Invalidity benefit, and
➤ Survivor’s benefits.

2.14 WELFARE FACILITIES PROVIDED BY EMPLOYERS

(Out-Side the Work Place)

➤ Sports.
➤ Cultural and Educational Activities.
➤ Financial Assistance for Purchase of Plots.
➤ Distress and Death Relief.
➤ Visits.
➤ Gifts.
➤ Film Shows.
➤ Religious Activities.
➤ Financial Assistance.
➤ Leave Travel Concession.
2.15 WELFARE FACILITIES PROVIDED BY THE GOVERNMENT

The Government of India has enacted several laws from time to time. These laws are:

- The Factories Act 1948.
- The Mines Act 1952.
- The Plantation Labour Act 1951
- The Bidi and Cigar Workers (Conditions of Employment) Act 1966 and

Another significant step taken by the Central Government has been to constitute welfare funds for the benefit of the employees.

The welfare activities covered by these funds include housing and medical, educational and recreational facilities for employees and their dependents. State Governments have followed in the footsteps of the Central Government in providing employee amenities.

2.16 TYPES OF LABOUR WELFARE SERVICES

All labour welfare services may be classified under two heads: Intramural and Extramural. Intramural services are those, which are provided within the precincts of the establishments (such as urinals,
latrines, bathings facilities, creches, canteen etc.,). Extramural are those, which are provided outside the establishment (such as holiday homes, social insurance, workers' co-operatives, etc.,).

We are describing below three important welfare services, viz., “Safety”, “Health” and “Counselling”.

I SAFETY SERVICES

Accidents are the consequence of two basic factors: “Technical and Human”. Technical factors, includes all engineering deficiencies, related to plants, tools, material and general work environment. Thus, for example, improper lighting, poor machine guarding and careless house keeping etc., Human factors, includes all unsafe acts on the part of employees. An unsafe act is usually the result of carelessness.

❖ COMPONENTS OF A SAFETY SERVICES

Among the many components of a safety service the following have proved effective when applied in combination;

➢ Appointment of Safety Officer.
➢ Support by Line Management.
➢ Elimination of Hazards.
   • Job Safety Analysis.
   • Placement.
• Personal Protective Equipments.
• Safeguarding Machinery.
• Hand Tools.
• Material Handling.
• Maintenance.
• Layout and Design.
• House Keeping
• Falls.

➢ Safety Training, Education and Publicity.
➢ Safety Inspections.
➢ Investigation of Accidents.
➢ Measurement of Safety.

II. COUNSELLING SERVICES

An employee very often comes across problems, which have emotional content. Counselling may be done by and body in whom the employer has confidence and trust. It is not limited exclusively to professionally trained individuals.

Counselling is a discussion of the problem with the employees to help him cope with it better. Counselling produces the following advantages.
✓ It improves both upward and downward communication.
✓ It helps the employee in finding release of emotional tension.
✓ It classifies employees thinking.
✓ It develops courage and confidence.

III. HEALTH SERVICES

The equally important segment is the employee’s general health, both physical and mental. The factors, which influence the general health of the worker, can be divided into two broad groups, namely

➢ Those which are associated with his working environment, and
➢ Those which he shares with the rest of the community.

The worker has the right to demand special measures for his protection.

Every employer should protect his employees against health hazards.

➢ By substituting a less toxic substance for the hazardous one.
➢ By providing protective clothing, storing, handling and warning services.
➢ By providing adequate safety education and warning, and
➢ By devoting adequate attention to working conditions such as proper lighting, temperature, ventilation etc.