The present study was undertaken by the author as a researcher at the department of Commerce, Burdwan University during 1970-75 for the D.Phil degree in Commerce.

The thesis, which was earlier submitted, has since been thoroughly revised along the lines suggested by the examiners and is now resubmitted.

The main object of the thesis is to inquire into the meaning, concept and working of Labour welfare in developing economy of India. The exploration has been made in the context of the concept of developing economy of India and the role of labour welfare in the process of India's economic development.

Obviously, in such a context the concept and scope of labour welfare has been given an empirical slant relegating the theoretical content in the background. As the concept of labour welfare is very wide and pervasive, initially, relationship between labour welfare and some other allied concepts of welfare has been clearly brought out demarcating the lines of distinction. India being a welfare state, labour welfare has a strategic significance. The study therefore seeks to establish the special role of state in the welfare of the working class people. To highlight the role of welfare state, Chapter 4 deals with welfare legislation since 1947 in some key sectors of Indian economy.
In India there are various agencies which have played important roles in augmenting labour welfare. A detailed account has been given on this particular aspect in Chapters 5, 6, 7 and 8. It will be seen that both private sector and public sector have supplemented each other in their respective fields of welfare work. The specific roles of trade unions and governments (both Central and State) have greatly brought the welfare work in the limelight of public applause. The welfare gaps of these various agencies have been examined in Chapter 10 presenting some specific suggestions for filling up these welfare gaps. In this respect, the author has heavily drawn on National Commission on Labour and Malaviya Committee of Labour Welfare. In this connection, welfare work by some private agencies, like some voluntary social work organisations have been examined in relation to social welfare.

In Chapter 9, Employee attitude and welfare have been analysed in two case-studies which manifest the empirical evidence of the study and behavioural pattern of employees vis-a-vis welfare work at the plant level. These case-studies with their specific findings and conclusions have sought to reinforce the analysis of the preceding chapters.

At the end, the prospect of labour welfare in India has been visualised in the perspective of broader social welfare work where the state is likely to play more crucial roles in the context of successive Five Year Plans. In future, problems of social administration and the process of urbanisation
are also likely to affect labour welfare considerably in India. In this setting, the emergent pattern of labour welfare has been studied in the last Chapter. As mentioned earlier, some specific suggestions for filling up welfare gaps in some main welfare amenities have also given in the last chapter.

A select bibliography has been incorporated at the end which will indicate the contemporary literature on the subject.

The author is deeply grateful to the examiners for their very valuable suggestions which have considerably improved the standard of the work. The author is also thankful to Dr. R. N. Banerjee, Department of Commerce, Burdwan University who has carefully supervised the work strictly according to the suggestions of the examiners.

I. P. Feddar
Department of Commerce
The University of Burdwan

July 25, 1976