Labour plays a vital role in the industrial economy of the nation. It is the prime ingredient of industrial structure. It is also the most vulnerable part of the industrial structure. Therefore, it has to be tackled with it in such a way that it should maintain good industrial relations between employees and the employer. Labour welfare measures in an organisation greatly influence industrial relations. If labour welfare measures are not up to the mark, it is going to be a continuous dispute between workers and management. This kind of situation certainly affects the performance and productivity of organisation.

The government of India has enacted as many as labour laws, which are dealt with the welfare of workers who are in different occupations and working conditions. After enactment of labour laws by the government, labour welfare measures in different organizations have improved the working conditions of the workers to a great extent over the years. Workers’ performance and skills largely depend upon healthiness of their physical, mental, moral and emotional aspects. That is why the organisation should frame labour welfare measures which maintain good physical, mental, moral and emotional wellbeing of workers\(^1\).

The Royal Commission on labour made a series of recommendations regarding health, safety, welfare and housing for industrial workers. The labour investigation committee has also emphasized the importance of welfare measures for workers\(^2\). Thus, the necessity of welfare has been recognized by all. It is now considered an integral part of industrial management in all countries.

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1 Punekar, Dcoddhar and Sankaram, Labour Welfare Trade Union & Industrial Relations, Himalaya Publishing House, Mumbai 2004, p.34.
2 The RCL, 1929.
The labour welfare concept has started by the industrial and employees relation, it is occupied two basic features: 1) to provide the pleasant and secured working environment for the employees and 2) created an adjustment environment to the new employees who enter into the organization and work with unadjusted work. In a ethical society, ideologies are rapidly undergoing a transformation in view of labour welfare needs & circumstances. The labour policy in India is deemed to be evolving in response to the specific needs of the situation in a developing economy. The structure of industrial relations is developed with a view to securing peace in industry and a fair deal to the worker.

The definition of the “Labour Welfare” is the voluntary contribution of the employer to develop the employee working, living and economic conditions.

Nature of Welfare

The meaning of ‘Welfare’ is a sustainable progressive individual achievement in personal life or doing well. It is an inclusive term, it is concerned about the wellbeing of the people, and it also attached to the emotional mental, physical and moral. The welfare is dynamic in nature because it changes time to time and place to place, it is also completely different nation to nation.

The Labour welfare concept discusses the improvement of the employees work, it is revealed that it also compelling the care of the employee well-being from the employee, governmental, trade unions, NGOs and other relevant agencies.

In the recent days, the ILO declares regarding the labour welfare in the Asian Regional Conference, the labour welfare included several facilities, amenities, safety,
security, health and all other employee-related activities which are provided by the employers for the engagement of the working\textsuperscript{3}.

The Labour welfare occupied the dualistic characteristics in nature, one is the negative labour welfare and another one is positive labour welfare, whereas negative labour welfare the LPG involvement the production is raising, adequate machinery involvement and capitalist mode of operation are hampering the welfare of the employees, as result today the Indian employees situation are not so well, when we see the positive labour welfare the same way the new trend is creating ample of opportunities in the job market so many of them getting good opportunities, but the allocation of the jobs are good but the welfare maintain of the optimum welfare measure are important in any organization\textsuperscript{4}.

To days organizations are maintaining welfare for the reputation and investing several activities and capturing the name and fame, this culture is lead to the hallow effect to other organization so that everyone maintains the welfare mantra in the organizations. It also effects on help in increase in productivity but ultimately the profits or other extra benefits will not reach to employees\textsuperscript{5}.

Arguments against labour welfare are obvious, the welfare implies ‘doing good’ in the personal management the fertility concept has to practice from several years and still it is trying to incorporate the many opportunities to create a good association with the welfare concept. The issue is the welfare provides by the government programmes and services that what is the need the organizations,

\textsuperscript{3} Report of the ILO, Asian Regional Conference, 1950, p.3.
industries and all commercial or non-commercial public and private based organizations are replicating the same.

The private affairs of employees and their off-the-job interests should not be the concern of their employers. It is selfish to maintain large playing fields and erect huge sports pavilions if they are going to be used by a minute proportion of staff for a very limited period of time – the space and facilities could be better used by the community. The contention of labour welfare services and employees’ motivation has been exploded to meet the need of prevailing situations.

**Welfare Activities and Types of Welfare Activities**

The welfare measure’s and present policies are indicators are the medium to elaborate clearly the real picture of the labour welfare, in the present world the welfare measure’s are protecting the welfare across the organizations. According to Moorthy (2016), the list of welfare measures for labour welfare was divided into two groups.

1. Internal welfare measures
2. External welfare measures.

I. **Internal welfare measures:**

1) **Circumstances of Work Setting:**

a) Safety and cleanliness: Housekeeping; up keeping of premises includes compound wall, attention to approaches, lawns, gardens, and so forth, egress and ingress, passages and doors: white-washing of walls and floor maintenance. Workshop (room) refers to sanitation and cleanliness subject to temperature,
fumes, humidity, lighting, smoke, Neighbourhood, ventilation, gases, elimination of dust, etc.,
b) The Controlling of sewage.
c) Suitable and safety during the work including that operative, position, seating arrangements and other related working conditions.
d) The Dissemination hours of work
e) The allocation of the leisure hours, lunchtime and resting hours.
f) The employee safety and procedures including looking after of machinery and implements, cautionary fencing for machinery, guards, goggles, first-aid equipment, spearing safety, helmets and aprons and essential drinks, and medicines and drugs and all other necessities which are incorporating with the work.
g) Notices including the slogans, notice boards, information, communication, posters, pictures and others.

2) Accessibilities

a) The Restrooms, waste disposal, provision for spittoons, bathrooms and wash basins,
b) It is essential to provide clean and treated drinking water facility along with the water coolers.
c) The Canteen services: meals and with adequate seating facilitations along with mobile canteen.
d) It is important for the Management of workers like one clock room, one restroom, and a library for reading.
3) Health Services for Workers:

It must have Factory health centre - dispensary, emergency aid, ambulance, monthly frequent medical examination for all employees, providing basic health education, Allocate and associate with the organizations to conduct health research and all family-based planning services.

4) Women and Child Welfare:

The Antenatal and postnatal care, the maternity aid for all women employees, having crèches for children of the women employees for care, employees education, separate canteen facilities followed by restrooms and women’s recreation services and centres.

5) Recreation facilities for Workers

Maintain the playground if possible, conducting Indoor games, group games and other games which a group of people pay at a time to create a healthy cooperative environment for the workers.

6) Employment Follow-up

The progress of the operative in their work & modification problems with regard to machines and workload, administrators and contemporaries be provided with industrial counselling.

7) Economic Services includes thrift and saving schemes, co-operatives, loans, financial grants, unemployment insurance, health insurance, employment bureau, budget knowledge, profit-sharing and bonus schemes the other monetary services like provident fund, family assistance in times of need,
workmen’s compensation for injury” gratuity and pension, rewards and incentives, transport services.

8) Labour-Administration and their Participation:

Help to form various committees including with canteencommittee, works committee, safety committee, Research Bureau and Workmen’s arbitration council which help to resolve the issues and helps in improving the public relations as a result increment in quality of work.

9) Workers’ Education It is the obligation of the employer to provide regarding room, library, visual education, literacy classes’ adult education social education from time to time to educate & enlighten the workers with regard to their services.

II. External welfare measures:

a) Housing: family residences, bachelors’ quarters;

b) waste disposal, sanitation, Water, parks, playgrounds, recreation, Roads, lighting,

c) Schools: high school, secondary, nursery, primary school and play school.

d) Markets: credit-based small enterprises, consumer and credit societies, co-operatives and Banks.

e) Transport: buss and two-wheeler facilities.

f) Communication: postage, telephone and telegraph and other facilities.

g) It must have Factory health centre - dispensary, emergency aid, ambulance, monthly frequent medical examination for all employees and providing basic health education, Allocate and associate with the organizations to conduct health research and all family-based planning services.
h) **Extra Curricular Activities:** like providing Games, clubs, craft centres, cultural programmes, that is, music clubs, interest and

i) **Recreation facilities follows** provide & meeting halls, hobby circles, conducting the management provide to entertain open-air theatre, swimming pool, athletics, gymnasium etc.,

The Welfare amenities categorised into two categories

(a) Intra-mural faculties and (b) Extra-mural Faculties.

a) **Intra-mural Facilities**

The Intra-mural activities contain the amenities providing inside the factories including medicinal facilities, a benefit for accidents, crèches and cafeterias, clean and treated drinking water, dirty linen or washing, breathing facilities, providing of safety measures, the activities for employee personal and professional improvement activities and all other employee related benefits.

b) **Extra-Mural Conveniences**

The Extra-mural **Conveniences** covers the services which facilitate them at the factory and outside, there like housing, recreational facilities, educational facilities of their children both adult and children severalty, this activities incorporate in the welfare activities, this will be availed by all employers, it is also a provision that whoever employees working with the government organization, civil society originations are also had to maintain the high priority.

**Welfare Facilities**

With a view to making it mandatory for employers so as to provide certain welfare conveniences for their employees, the Government of India has endorsed numerous rules from time to time. Those laws are **the Factories Act, 1948, the**
Mines Act, 1952; the Plantation Labour Act, 1951; the Beedi and Cigar Workers (Conditions of Employment) Act, 1966; and the Contract Labour (Regulation and Abolition) Act. 1970. Another significant step reserved by the central government has been to established welfare funds for the other benefit of the employees. The funds have been recognized in coal, mica, iron-ore, limestone, and dolomite mines. The welfare activities covered by these funds exemplify recreational facilities for workers, medical, academic opportunities housing, and their dependents.

The Genesis of Social Security

The concept of social security has evolved in the course of the last few decades. A sense of insecurity seems to be inherent in humans who are exposed to various kinds of risks and dangers. According to (UNDP) most of the people feeling will change negatively due to the conditions of insecurity where it arises from more uncertainties in the day to day life. National Commission on Labour in India, 2002 has stated that “the human beings security will be in two components: the first component explains the protection from the chronic evils which are incorporating in the life’s of the people like human threats, extreme and nominal hunger, chronic and sub-divisional disease.

The second component explains that the protection from sudden interruptive which are unexpectedly or suddenly will made and a situation like in once daily life, it may occur at home, work place or anywhere within the communities, it is also important that there is need of measures in once institution, some measure adopted by different civilizations for defending their needy personages have been manifold.

From the Beginning in societies the help or welfare provided by charity and philanthropy activities, this time also all welfare is connected through all
communities, cooperation and all things will be alike one for all and one for all, the state only plays a role in the time, so that each and every services go nicely to all people who are living in the vicinity. The social security has brought from the concept slowly it develops to security is important to every once life, in the meantime it has developed gradually and overall, the same time people also tried to understand the important of the social security. It is also developed there is no discrimination regarding the services along with the unethical or crime activities everybody is the same in front things.

The same social security entered in to the small industries, it is has given a higher priority, everyone has concentrated on the wage earning in the small industries and they were really got troubles with the small wages. At the same time the industries grows to multi-level added societies which can start predominant look on workers, this is time the benefits were started like sickness, medical care, funeral benefits or charges.

The Era of Social Insurance

Various measures adopted by different societies for protecting the needy individuals have been manifold. Beginning with individual acts of charity and philanthropy, these devices progressed to include mutual benefit scheme, both formal and informal. Those have been followed by state sponsorship and state participation.

It has been observed that mutual aid societies of workers grew up with the object of helping their members in times of sickness with simple medical care and payment for funeral if death occurred, in return for periodical contributions. These were the earliest social insurance institutions, though their arrangements lacked system. Gradually they were brought under government supervision. In fact, Trade
unions often acted as mutual aid societies, but they could afford to disburse benefits only for comparatively belief spells as they depended on the contributions of their member societies. A major feature of most social insurance schemes is that they are financed mainly through contributions by employees and employers in most of the cases where by the subsidy is granted by the state, the benefits to insured persons are linked to their contributions.

The **social security** is a kind of protective umbrella under which society is secured for the bare necessities of individual and amidst society. Social security becomes a necessity for the following reasons.

Social security protects from heavy expenditures have been frame by the affected persons.

To rescue of the deceased persons, social security measures helps a lot in various forms of sickness, disability unemployment, crop fall maternity etc.,

It acts as a facilitator - it helps people to plan their own future through insurance and assistance.

The **objectives** of social security can be achieved through a self-balancing scheme of social insurance or by public assistance (i.e. contributions from general revenue) or a combination of the two methods the exact means adopted in any country and the scope of the measures of social security will naturally depend on a variety of factors like size, population, economic resources, industrial development, living standards, and availability of technical personnel. Despite several difficulties, the twentieth century has witnessed a rapid march towards the goal of social security in various countries in the world.
The need for measures of social security is no longer in doubt, countries are presently engaged only in determining the timing of the methods of social security, their scope and their progressive enlargement with a view to shelter in increasing measure greater and larger sections of the people under the “Umbrella of Social Security”\(^6\).

According to the International Labour Organisation (ILO), only 20.00 per cent of the world’s total population has acceptable social security coverage the minimum average coverage in each worker has around 50000 rupees. The organization like ILO dynamically involved in sponsoring strategies, policies and provides support to all over countries to help spread satisfactory levels of community level social security to all workers and all over labour class. Thus, social security involves access to health care and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity.


After some time the agreements enlarges to workers aiming to provide the higher protection, they also focused the unrecognised predominantly at the same time the prepared the some programmes to reach out everyone. Every convention they maintained and included prerogative and welfares which are importantly useful the conditions of the workers and derogations allowable under these apparatuses, or

\(^6\) Avatar Singh Introduction to Labour and Industrial Law, pp.545-546.
higher levels of benefits provided by relevant endorsements on Medical care which includes Employment injury benefit, Old-age benefit, Sickness benefit, Unemployment benefit, Maternity benefit, Invalidity benefit and Survivors’ benefit.

Since its inception in 1919 the role of ILO, in creating international standards of social insurance and in promotion of social security, has been significant, through its converting and recommendation, the ILO has exerted its influence on member states to extend the range and the class of persons protected and the contingencies covered and to improve the efficacy of the benefits assured, the latest trends regarding the provision of comprehensive social security were brought out by its recommendation on income security and medical care adopted in 1944. This was monitored by the implementation of social security (The Minimum Standards) Agreements which held in the year 1952. Which embodies the universally accepted basic principles and common standards of social security, the application of these principles has guided developments in this field through the world.

Looking at the global scenario, social security programmes are increasing in number around the world. These programmes were initially instituted in European and Latin American countries in the early 20th century, social security plans can now be found in developed and developing nations worldwide. Social security may also have unintended effects on economic and demographic behaviour in a country.
Review of Literature

India has a developing with the private and public sector, it is creating a big push of employment in the present market. It is evident that there are meagre studies were conducted on the welfare centric, especially social security measures and other employee measures. This study is also understanding the employee-centric issues regarding welfare as a major, for the purpose of proper understanding of research work to be carried out the scholar has reviewed the literature already developed on the research topic with a view to getting proper thrust and direction to the present research considering inadequacy and shortfalls in the existing research works in the field of social security.

There are many studies were conducted and many committees researched on the employees in the country. The first report has worked on the coal manners was by Luby\(^7\) in 1917, the study focused on the workers housing conditions in Orissa and Bihar, the researcher found that workers housing conditions were poor and not even minimum standards. After the report has worker under the Royal Commission on Labour\(^8\) denoted that there were dealt with the large sample but they could not see any critical argument regarding the welfare of the employees. According to Hughes\(^9\) that there are the wages of the employee's changes after the Second World War, as a result, their standard of living has risen up little.

According to ILO\(^10\) publication “Approaches to Social Security” it is a tool for the employees to raise up in their life and it will work as a shield for them as a

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support system with their all activities, whenever the employees are not well to manage their finances by their own it will help them to sustain in the life.

According to The Labour Investigation Committee\textsuperscript{11} Dr. Deshpande has investigated with the life of the mining workers, he found that there the employers are facing more miserable conditions in 1945 and the conditions were continuing with the less linear mode.

According to Mahindra Committee,\textsuperscript{12} the researcher found the problems of the coal workers but also, he found the coal industry itself also facing the problem by not giving the ultimatum in the welfare or social security activities. According to a report on the Coal Mines Labour, Enquiry Committee\textsuperscript{13} has conducted a study on the Hyderabad state, it is found that there are problems were found as usual with the workers.

According to the Labour, Bureau\textsuperscript{14} has accompanied a survey during the year of 1962-63 to understand the living conditions of labour the employers in the coal industry, it is found that the problems scenario found as same as in the all over the country.

According to National Commission on Labour,\textsuperscript{15} the group of people underwent to study the working conditions of the people, they have presented manysuggestions for the improvement of the working conditions of the workers, it is also found that the coal workers are facing the security problems.

\textsuperscript{12} Mahindra, K.C. “Indian Coal Fields Committees Report”, Manager of Publications, Delhi, 1946.
According to the Committee on Labour Welfare,\(^{16}\) they found that there are no minimum standards are the study area, even not in working place and at living area.

According to Joshi (1927)\(^{17}\) explained the book titled “Trade Union Movement in India” there are many legislative measures given by the government, but no act found in the study area was working up to the mark, it is also found that their serious issues were travelling with the workers like sick benefits, old pension, accidents and etc.

According to Seth (1940)\(^{18}\) explained the book titled “Labour in Indian Coal Industry” deliberated the sufferings of Indian Coal mineworkers in the colonial rule in the country, he found they did not maintain the minimum welfare measures, as a result, their people who work under the rule revolt against many issues.

According to Radha Kamal Mukherjee (1945)\(^{19}\) explained the book titled “The Indian Working Class” it is found that the coal mine workers are facing several problems with the extra working hours as a result the accounted that there earning were too low, it is sad to the state to maintain the working class so it will not be good any more to the country too.

According to Srivastava (1970)\(^{20}\) explained the book titled “A Socio-Economic Survey of the Workers in the Coal Mines of India” (with special reference to Bihar) the sounds the socio-economic conditions of the coalmine workers in Bihar.

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\(^{19}\) Radhakamal Mukerjee, “The Indian Working Class”, Hindi Kitabs, Bombay, 1945, p.137.
state were found so poor and also they found with the indebtedness in each household, it is also revealed that they accounted as a low wage worker as a result they are living in the poor conditions and their welfare facilities also handicapped mode.

**According to Hasan (1972)**\(^{21}\) explained the book titled “The Social Security System of India” he argues that the present social security schemes like medical relief, compensation and others concerned with the money, they were also doing well. He also felt money is not enough to console the things so he suggests there must be a great mechanism to control over the worker problem.

**According to Kudchelkar (1979)**\(^{22}\) explained in his book titled “Aspects of Personnel Management and Industrial Relations” he feels that their urgent need that all organization must focus on the welfare activities because the revenue generating the dirty hands but the people treating like a dirty with the dust. He also suggests that unless until they do not focus on the welfare this organization will not make a positive node.

**According to Tyagi (1982)**\(^{23}\) explained in his book titled “Labour Economics and Social Welfare” he discussed that the labour welfare practices in the nation or India as going like train engine without boxes, unless until they do not change the extramural welfare activities, the conditions of the worker will not change, they live in the poor status.

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According to Pramod Varma (1987) explained in his book titled, “Labour Economics and Industrial Relations” the current organization are providing the three welfare activities, that firstly related to medical facilities, subsidise, canteens, crèches and, canteens and other, second the operation like mutual benefit like, cooperative credit societies, consumer cooperative stores and educational facilities and the third function halls, meeting halls, welfare centres, community centres and etc.

According to Ahuja (1988) explained in his book titled “Personnel Management” the authoremphasised the need of the labour welfare for the worker along with the social security, he also thought that the present provision of the welfare along with social security is well designedwhen tested the results are coming as normal as every time, so that the author the existed measure must be changed more critically to understand in the challenges they are facing.

According to Arun Monappa (1990) explained in his book titled “Industrial Relations” the author discusses the labour welfare, social security and other related measures in the detailed form with the operation. He also found that there are several problems or challenges are facing by the administrationof the machinery especially in the application of the welfare, social security and other related measures.

According to Tripathi (1998) explained in his book titled “Personnel Management & Industrial Relations” he explained that the present facilities not made up to the mark, he also suggest that there is a need to change some social security measures like sickness benefit, maternity, unemployment benefit, benefit and medical care etc.

According to David, A Decenzo (2001) to the book from Stephen P. Robbins authored explained the book titled “Personnel / Human Resource Management” he explained that there are various benefits along with services which the present organizations providing legitimately secured, but there are not in the current trend now the employees standard are improving and working with machines the productivity improving but the welfare measures and other welfare-oriented things were not so greatly changing from three decades. It heartening that there is an urgent need them to change in the current era.

According to Michael (2001) authored explained the book titled “Human Resource Management and Human Relations” he found that the employee life standard increasing by the intro and extramural welfare facilities, as a result, social mobility improved.

According to Kannan (2001) the author revealed that there is a good amount of change is taking place, even sector and subsector wise the fund allocations

were practising all kind of organizations, it a good move to the employees who are
working in the lower level jobs, it also creates a positive nature in the labour market.

According to Pylee and Simon George\textsuperscript{31} authored explained the book titled
“Industrial Relations and Personnel Management” he argue and suggest that the
companies must provide the retirement benefits like: gratuity, provident fund and
pension to employees, so that they use them properly and they facilitate them from the
fear and other related social problems, it is also evident who are regularly getting the
benefits which they are providing from the companies they are being well rather than
other employees who are not receiving.

According to Punekar, Deodhar and Sankaran (2004)\textsuperscript{32} authored explained
the book titled “Labour Welfare, Trade Unionism and Industrial Relations” he
explains that the benefits are creating a good ecosystem to the workers which are
giving the comfort, it also revealed that the employees feeling secure.

According to Shashi, K. Gupta and Rosy Joshi (2005)\textsuperscript{33} authored explained
The author revealed some fact that the necessities are creating a way of life to the
employees, the welfare is creating statutory provisions for the workers.

According to Mamoria (2005)\textsuperscript{34} authored explained the book titled
“Dynamics of Industrial Relations” the author explains that firstly the labour welfare

\footnotesize{\textsuperscript{31} Pylee M.V. and Simon George A, "Retirement Benefits in Industrial Relations and Personnel
\footnotesize{\textsuperscript{32} Punekar, Deodhar and Sankaran, "Labour Welfare, Trade Unionism and Industrial Relations”,
\footnotesize{\textsuperscript{34} Mamoria, C.B, Mamoria Satish and Gankar, S.V "Labour Welfare Work and Institution” of Labour
Welfare Officer” in Dynamics of Industrial Relations, Himalaya Publishing House, Mumbai, 2005, pp. 529-565.}
completely look over by the government from first to eight five year plan, it is evident that the following things were examples for cotton mills in Mumbai, steel plants, railways, dockyards, mines, Jute mills, telegraphs, ports, plantations and postal.

According to Singh (2005)\textsuperscript{35} authored explained the book titled “Industrial Relations: Emerging Paradigms” the author explains the social security occurrence by five giants such as idleness, Squalor, ignorance, disease and wants. He also accepts that social security is not a problem, it a wisethough to investment, as a result, the fruits he will enjoy in the longrun.

According to VenkataRatnam (2006)\textsuperscript{36} explained in his book titled “Industrial Relations” he discussed regarding the provisions for the workers social security written in the Indian constitution, the labour collective agreements, legislation and voluntary arrangements were given in the organised sector which the people got minimum supportive system to protect themselves from the evils. He also debated the fundamental issues of the social security with the reference of the socio-economic environment in current time in the markets.

According to Gary Dessler and Biju Varkkey (2009)\textsuperscript{37} explained in his book titled “Human Resource Management” he argued about the social services and benefits provided to employees in India particular. He emphasized that the benefits which they are receiving from the state or central government are protective by the legitimate legislation so that it is good that they are protective by the law.

According to John M. Ivancevich (2010)\(^{38}\) explained in his book titled “Human Resource Management” he stated that the employees has also welfare activities in the organization, he feels that they go with the political joint and the worker collectively protect the rights which they have occupied from the law and other institutions. It is a good choice that the worker will join with the collectives are important.

According to Aswathappa (2010)\(^{39}\) explained in his book titled “Human Resource Management” the author discusses the employees services which currently benefiting them in the organizations, he also clears that they allocating the securities are not much important, the management and proper utilisation are very much important, he believed the schemes which are preparing in great extent to serve the workers but not reaching on the time or not reaching is the biggest trouble.

According to Mishra (1978)\(^{40}\) in his thesis, explained in his book titled “History and Working of Trade Unions in the Coal Mining Industry of Bihar” he conversed about the growth and development, of the trade unions in particular in the mining and mining-related industry. He particularly argued that the trade unions were mitigating worker problems and getting successful.

According to Krishnaiah (1994)\(^{41}\) explored through his study “Work Life and Welfare of Coal Miners in SCCL” he studied and conclude that the working life in the coal mine area dangerous and life risk. He found that even they are doing life


challenging jobs that they are not living with the minimum basic facilities, it is indicating the working condition in India whereas the welfare schemes were properly reaching to the workers why this condition reveals and he declares that that present welfare schemes were not capacities to connect in the development of the workers.

According to Srinivasa Rao (2004)⁴² explored through his study “Functioning of Trade Unions in Indian Coal Mining Industry: A Case Study of Singareni Collieries Company Limited” he explains about functions of the trade unions. He concludes that the trade unions were predominantly working for the worker and ectopically their socio-economic development.

According to Rama Vani (2006)⁴³ explored through his study “Incentive Schemes in Coal Industry: A Case Study of Singareni Collieries Company Limited” he revealed that the various incentives providing by the SCCL company to employees, the author concluded that the incentive scheme which assisting them to get the incentive for their good work is impressive in the development, he also concluded that the scheme like other schemes must develop so that the worker life raise towards sustainable development.

According to Dr. Venkateswara Rao Garu (2006)⁴⁴ he finds out the health, welfare and other security-related facilities provided by the SCCL company to the employees who presently working in the company, He concludes that the SCCL company is employee-centric in various issues where the employee securities.

According to Garewal, K.S. (1978)\textsuperscript{45} author argues with the study titled “Dimensions of Welfare in Coal Industry” he understands that 1973 all companies were nationalized, there is a big push approach in the welfare of the workers through the state is taken over all operation of the companies, it is also appreciated that because that operations still the positive move is forwarding in the workers welfare and the core philosophy of the organizations is alive.

According to Nalini Nayak (2005)\textsuperscript{46} author argues with the study titled “Social Security for the unorganised Sector” he felt that the present welfare supportive mechanism is no longer support to the workers, it is also evident that the long-lasting studies were proved that their lifestyle or condition was not changed.

According to Ravi Duggal (2006)\textsuperscript{47} author discuss with his article, “Need to Universalise Social Security” he specified that the when worker is enjoying the benefits but the lives are not changing, he found that those who are really willing to change their life they were only progressing in their life whereas people are not willing not found any progress in their life.

According to Venkateswara Rao and Rajesh (2007)\textsuperscript{48} he argued that with his work on the “Singareni Collieries Company Limited: The Great Turnaround Story” he tried to understand the reason for the sick leaves across the workers, he found that there are long working hour are making them to try as a result they were getting frequent sickness.


According to Anjali Ganesh and Vijayi D. Souza (2008)\textsuperscript{49} he opposed that with his work on the "Social Security and Welfare Measures at New Mangalore Port Trust - A Case Study" he revealed that the workers and employees at the NMPT were quite happy and they were expressed positive node about the organization and their welfare policy. He also found that the have observed across the workers the social stratification and other components, he declares each and every castes or religion were positively responded.

According to Deepika (2008)\textsuperscript{50}, the author revealed that the worker was so much satisfied through the working conditions which they were providing, the worker was expected any more levels of change in the with the present services. It is indicating that the philosophy of the organization is predominantly percolated.

According to Mukul, G. Asher (2009)\textsuperscript{51} he explains that author argues that welfare services of the organization like insurance, sick benefits, compensation and others are not pushing them into poverty. It is also adversely affecting on the labour markets especially with sustainability.

According to Hitesh I. Bhatia (2010)\textsuperscript{52} he revealed from his he specified that the there is a small support or welfare operation are promoting by all organization, he felt they are not enough them to sustain, he suggests that the present governments have


\textsuperscript{50} Deepka, M.G. “A Relook into the measurement of Human Welfare and Happiness”, \textit{HRM Review}, Hyderabad, November 2008, pp.42-44.


\textsuperscript{52} Hitesh I. Bhatia, “Social Security for the most Overlooked Human Resources in India”, \textit{HRM Review}, Hyderabad, March 2010, pp.49-53.
to prepare a holistic measure and policies for the future, so that we can improve in the quality of production and productivity.

**Need for the Study**

In every organization the worker or Employees play a significant role in the industry and in the industrial production of the nation, each country recognised by their income and production, these days the nation are competing for each other with the GDP and export and imports, but when we look the peculiarity in the success or progress in the workers and employees were basing on the quality of production and productivity which we made in the country. It is also evident that each and every quality of products which one country produce. The cooperation across the employees and among the employees are is very important, it the cooperation will come with the greater satisfaction and when it maintained long run so that it creates a hallow effect so that employees will work with operations. The satisfaction not only some extent, it is included with the holistic issues like salaries, compensation and all other welfare, safety, health-related components, when an an organization maintains this all components as higher priority so the employees will work together with vision and mission-centric as a result the organization will run in the long run with the positive results. The organization must maintain minimum to maximum needs of the workers in the organization and they have maintained properly to reach out each and every employee but several studies were indicated there is great variation found in the services regarding health, welfare and safety which are predominantly important to look.

Each and every company has realized at one point of time the importance of the all welfare social security and related measures to understand the basic things like
providing constitutional welfare amenities like conservancy, canteen, crèches, medical appliances, drinking water rest shelters and etc. It also important to provide provides several non-statutory wellbeing amenities like recreation, education, medical, housing/quarters, consumer co-operative credit society, consumer co-operative stores, etc. Lastly it important to provides social security processes like dependent employment, pension, gratuity, provident fund and etc. With this background, the research study has been developed and undertaken by the researcher as “Implementation of Social Security Management and Labour Welfare Programmes – A study with special reference to Singareni Collieries Company Limited in Telangana State.

The scope of the Study

The present research examination study is an endeavour to make an examination into the numerous facets on worker and their welfare along with the social security measures which practicing in the Singareni Collieries Company Limited, Khammam District, Telangana (With special reference to Kothagudem Mines).

The scope of the study is representative the extensive and narrow, it is on behalf of wide since it is looking holistic components on welfare and social security measures. Of the employees, it is observing through many diversified employees in the coal mines so researcher intends to restrain only to Kothagudem, Khammam District. The study also observing on the narrow, it also covering only public sector organisation which is “Singareni Collieries Company Limited”. In this study no limitation were made because studying in-depth enquiry with the holistic manner.
which compulsorily reach the insightful analysis and comprehensive coverage, so that it is not having any limitation.

**Collection of Data and Period of the Study**

For the purpose of present study the researcher has selected Kothagudem Mines of the SCCL Company in Khammam District, Telangana State, to examine the implementation aspects of the social security and labour welfare programmes by the SCCL Company.

The researcher personally visited firm (SCCL) collected the **first-hand** information (for a period i.e., **2012 to 2018** of 6 years) through personal contacts and extensive interviews. The data collected throughwelldesignedprincipal tools and questionnaire, part of understanding critical and social issues the participatory observation method used. The **secondary data** collected from various data resources like the company annual reports, Governmentreports on workers or labour, the data which collecting for officialpurpose records, labour relates files, books related to the topic, brochures and other related published and unpublished resources of the company.

**Hypotheses**

For the purpose of the present study, the following hypothesis is being drawn.

- There is a lot of significance to labour welfare and social security in recent times because of advanced industrial conditions.
- To protect the health and safety measures of employees is a need of labour welfare.
These is no clear-cut demarcation relating to social security measures (i.e., educational recreational etc.,)

Welfare measures have beneficial effects on the sentimental atmosphere in the mines as well as on the maintenance of industrial peace.

**Objectives of the Study**

The main objectives of the study are to determine into the welfare and social security measures providing to employees and the detailed objectives are as follows:

- To study the organizational framework and operational policies of SCCL, Kothagudem Mines, Khammam District of Telangana State.
- To examine the importance of labour welfare and social security measures / benefits in SCCL.
- To study the concept of labour welfare and to evaluate the existence of social security measures.
- To ascertain the views of employees’ satisfaction and adequacy of welfare and social security benefits.
- To find out the obstacles involved in implementation of various labour welfare measures.

**Methodology of the Study**

The researcher adopted a combination of historical and empirical methodology for the survey and collection of data relevant to the study. Thus it has been collected data from primary and secondary sources. The scholar determined to collect empirical data by approaching various authorities (personnel, i.e., EO to EQ technical and surface ministerial, beneath ground and employer) of SCCL, Kothagudem mines by administrating questionnaire and adopting interview techniques.
The secondary source refers to exploiting commentaries and texts by renowned scholars, journals, reports of various committees etc.,

A sample of 150 respondents includes 36 executives and 114 non-executives have been chosen from the open cast and underground mines of Kothagudem using stratified random sampling method.

**Significance of the study**

Industry plays a vital role in building the economic structure of a society. Therefore, the importance of labour welfare and social security measures will be of enormous help to the company and the government for the preparation of sound employee-oriented policies in future.

**Research study – Presentation**

Present study has been presented with the six chapters, the **first chapter** is devoted to the introduction, review of the literature, research methodology, objectives and the **second chapter** deals with the social security and labour welfare measures: conceptual framework. The **third chapter** deals with the social security legislation: growth and development. The **fourth chapter** signifies the employee’s welfare and social security measures in Singareni Collieries Company Limited: an overview. The **fifth chapter** explores the implementation of social security and labour welfare programmes in SCCL: an empirical analysis. The **sixth chapter** contains the conclusion.