CHAPTER IV
Evolution of Labour Welfare in India

4.1 Introduction

India’s labour policy is mainly based on labour welfare measures and legislations. The labour legislations of India after independence derive their derivation, stimulation and strength mainly from the thought articulated by key national leaders throughout the period of struggle for independence, partially from the discussion of the meetings, partially from the provisions of the Indian constitution and the international labour resolutions and endorsements. The Labour legislations and reforms policy did get affected by significantly from human rights, conventions and principles being developed over the years. These fundamental rights include right to work of one’s choice, right against discrimination, prohibition of child labour, humane conditions of work, social security, reasonable wages, and redress of grievances, right to organize and form trade unions, collective bargaining and participation in management (India Labour Conference, 2003).

Labour welfare has not been defined properly especially in Indian context never been taken to another level, it has been always been limited to welfare legislation. At present, there are over 150 state and central laws in India which govern various aspects of labour welfare (Budhwar and Khatri, 2001; Venkata Ratnam, 1995). Unfortunately, while there is a proliferation of legislation, the implementation has been lacklustre and weak.

Under the Constitution of India, labour is a subject in the concurrent list where both the Central and State Governments have right to enact legislations and that resultant in to number of labour laws have been enacted catering to different aspects of labour namely, occupational health, safety, employment, training of apprentices, fixation, review and revision of minimum wages, mode of payment of wages, payment of compensation to workmen on injuries or death or disablement, bonded labour, contract labour, women labour & child labour, resolution & adjudication of industrial disputes, provision of social security such as provident fund, employees’
state insurance, gratuity, provision for payment of bonus, regulating the working conditions for workers (Babu, 2009).

The influence of labour welfare measures on development of human resource is substantial. Even though in percentage unionism in India is declining, but in absolute numbers there is rise in labour union membership. Indian labour welfare measures are now being more co-operative role and are less numbers of protests. The strong implementation of labour welfare measures with political support worker gets opportunities to develop them and open various kinds of employment opportunities.

4.2 An overview of Labour Welfare Measures in India

It is evident by the fact that the provision of welfare services has remained elusive in most of developing countries. Armstrong (2006) observes that welfare measures cannot increase individual productivity, but can help to reducing the deterioration. He further emphasised that labour welfare facilities enhance the loyalty and motivation of employees. Provision of workers welfare is generally taken as to fulfil the social responsibility of organizations.

The objective and content of welfare measures is mainly humanitarian, economic and civic. With the beginning of the era of industrial development there were section of society such as social workers, philanthropist, political and religious leaders used to be vocal for workers right and welfare. Since there was no labour welfare law in force, therefore it led to exploitation and eventual miserable working condition for worker. Labour being exploited in the industrial establishments, forced Government intervention as labour welfare measures to improve the condition of workers throughout the world.

4.2.1 Pre-Independence Era

The concept of labour welfare is centuries old its origin is in year 1837 when, there was elimination of slavery by and Act in 1833. Some of the important law and regulations for labour welfare enacted during these initial years has been mentioned below. This legislation enhanced the progress and functioning of the theory of welfare measures.

The Apprentices Act of 1850 was the first step as legislation passed in this direction. The main objective of this legislation was to help and develop skills among poor and orphaned children to learn various kinds of trades and crafts. This Act was
letter on followed by labour friendly Act such as Fatal Accident Act, 1853 and The Merchant Shipping Act on 1859. The objective of the Fatal Accident Act was to provide compensation to the victim families who lost their lives while working. Similarly the Merchant Shipping Act secures health and accommodation facility of worker. The Factories Act, 1881 is another significant attempt to improve the working conditions of Indian worker. The Factories Act, 1881 applied to factories having not less than 100 workers working more than 4 months during a year. However, due to various factors, the Act did not able to fulfil the objective in many ways. Later on, a more relevant and comprehensive Act formulated namely, The Indian Factories Act, 1911 was passed. This Act was also applicable for labour working in seasonal factories for less than four months in a year. Along with that working hours for child labour were reduced to six per day with health and safety provisions.

4.2.2 The First World War

There was an express raise in industrial production and activities during the period of First World War (1914-18). Prior to First World War, welfare of the labour was hardly given any attention. The lack of knowledge and illiteracy of the labour class was another reason. The myopia view of the employers, exploitative nature and apathetic behaviour of the government also led to deterioration in condition of labour. But still throughout the First World War, there was a fast increase in the number of labour intensive factories and other allied establishments. This led to a sharp increase in employment therein. But opposite to it, the wages given to the worker was not adequate to make both ends meet due to high inflation. This state of affairs led to labour dissatisfaction and discontent due to economic conflict. Therefore, the state and the employers were encouraged to take interest in the labour welfare measures including development and implementation of welfare legislations. It is also important to acknowledgement that the establishment of the International Labour Organization (ILO) in 1919 was another significant milestone in the history of labour welfare movement in the world and India. All these factors led to the commencement of an era of labour welfare and legislations. Due to Industrial instability, the Government of India (GoI) enacted the Indian Factories (Amendment) Act, 1922 which was applicable to all establishments.

Woman worker were also protected by making suitable labour welfare provisions for them. Further in addition to these labour welfare measures, Royal
Commission on Labour (1929–31) after working on various aspects of labour welfare like education, health, efficiency, safety, welfare, living conditions of work etc., also recommended for the development and enactment of a number of legislations relating to wages, health, safety, education, insurance and working conditions of plantation workers. Eventually it led to the enactment of Factories Act, 1934. This enactment defined differentiation between perennial and seasonal factories. Working hours for children was kept between 12 and 15 for 6 to 5 per day and for women workers from 11 to 10 per day. The Act also had provisions for rest sheds and crèches for worker.

Formation of Labour Investigation Committee (also known as Rege Committee) was the next most significant step in the development of Labour Welfare in India. Employment, wages, housing safety, education, social conditions of labour and other welfare measures were investigated in details by the committee. It expanded and enlarged the scope of labour welfare measures to such an extent as to include in it measures such as housing facilities, safety, education and recreation, crèches, canteens, medical aid, relief in case of old age and death, washing and bathing facilities, occupational diseases etc. Rege Committee concluded that more and more labour welfare measures for workers are compulsory in order to enhance their social and economic life.

4.2.3 The Second World War

The Second World War (1939-45) had significant and extensive consequences in all fields of industrial activity and labour welfare measures. The requirement for unrelenting and enhanced production activities provided a stimulus to industrial establishment in India, minimum wages, joint consultation, adjudication and higher standard of production were recommended (Punekar et al., 2004). Throughout this phase labour welfare measures got boost up during the Second World War. For the duration of the war, the state introduced many provisions for labour welfare in their armaments, ammunition and other industrial establishment engaged in production of war related produce, to keep up the morale and encourage the workers and same time also to enhance their efficiency and productivity. After the war go finished, all these labour welfare measures were extended to many other industrial establishment and undertakings of the government.

As one of such measure a labour welfare fund was established in 1944 by the state for the labour working in coal mines sector. This fund was being utilised to
provide educational, health, cultural and accommodation facilities to the workers. Later on it was also made compulsory for all the Central Government establishment and undertakings to have facilities such as food and tea canteens.

4.2.4 Post Independence Era

Following the freedom struggle and independence in 1947, the labour movement attained different meaning and pace which analysed in depth dimensions provision required and implemented. The huge investments in industry for during various plans led to significant increase in the amount of labour force. It was also acknowledged since long time as workers played very progressive role in enhancing productivity and reduction in industrial conflict.

Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952 were first of few legislation with significant welfare provisions for the workers. Welfare funds for coal, iron ore, manganese, mica, limestone and dolomite mine workers have been established under the Coal Mines Labour Welfare Fund Act of 1947, the Iron Ore Mines Labour Welfare Cess Act of 1961, manganese mines in 1978 extended to the Mica Mines Labour Welfare Fund Act of 1946, and Limestone And Dolomite Labour Welfare Act of 1972. Similarly various provisions have been enacted for plantation workers in Assam under the Assam Tea Plantation Employees' Welfare Fund Act, 1959, for labour in sugar industries by the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950 and for beedi industry workers through the Beedi Workers Welfare Fund Act, 1976. Consequently, the Second World War brought about comprehensive results in the field of labour welfare. A number of welfare measures and legislation for the labour were enacted. It is also essential to mention here that provisions for the welfare for labourers also exist in the legislation such as Merchant Shipping Act (1958), Indian Dock Labourers Act (1934), Beedi and Cigar Workers Act (1966), the Motor Transport Workers Act (1961), and Contract Labour Act (1970). In addition to these welfare measures many other welfare legislations were enacted by the both Central Government and various State Governments. In this way, the Centre Government and the Governments at various states have taken an active part in labour welfare activities.
4.3 The Five Year Plans and Labour Welfare

4.3.1 During the First Five Year Plan (1951–1956) Government did considerable amount of work for the welfare measures of the labour classes of society. During this period important Act such as the Plantations Labour Act, 1951, the Employees Provident Fund Act, 1952 the Mines Act, 1952 were enacted. A subsidy was provided for housing scheme for worker was documented and implemented in 1952. Various state governments also formulated and implemented various Acts as legislation on housing for labour class, i.e., the Bombay Housing Board act, 1948, the Madhya Pradesh Board Act, 1950, the Hyderabad Labour Housing Act, 1952, etc.

4.3.2 The Second Five Year Plan (1956–1961) provided impetus for further more welfare measures and legislation for labour. New laws were also established to ensure welfare measure for merchant seamen and motor transport workers. The employee’s state insurance scheme, 1948 was implemented and to cover more employees in the factories. A comprehensive scheme of Dock workers (safety, health and welfare) scheme was formulated in 1961. In 1959, the state government of Assam passed an act labour working in tea plant known as the Assam Tea Plantation Labour Employee’s Welfare Fund Act. In April 1956, a New Plantation Labour Housing Scheme was enacted which has provision of a certain amount of loan to be provided for construction of houses for labours. The second five year plan period also witnessed quite a large number of enactments in accommodation and housing by various state governments as labour welfare measures.

4.3.3 The third five year plan (1961-66) emphasised the requirement of more efficient and effective implementation of various statutory labour welfare provisions and legislation. The plan also talked about establishment of co-operative credit organisations and consumer’s stores for industrial workers, and stressed on the role of trade unions and voluntary organizations in managing such co-operatives organisations. There has been enactment of the legislative provisions during this plan period which include the Apprentices Act, 1961; Iron-Ore Mines Labour Welfare Cess Act, 1961; Maternity Benefit Act, 1961 And Payment of Bonus Act, 1965. During this period, co-operative housing organisation also started to make amends gradually.

4.3.4 The Fourth Five Year Plan (1969–1974) was more about the expansion and implementation of the Employees’ State Insurance (ESI) Act to provide health related facilities to the families of insured worker as well as labourers working in shops and
commercial establishments. To protect the contract labour from exploitation government passed, the Contract Labour Regulation and Abolition Act of 1970. Provision of this Act compels contractors to undertake welfare activities for of contractual workers. In 1972 Government enacted an important statute as the Payment of Gratuity Act, 1972 (bonuses) for the welfare of retiring industrial employees.

4.3.5 The Fifth Five Year Plan (1974–1979) witnessed the additional provisions for labour welfare in a number of areas. For encouraging the provision of industrial safety, safety cells were established in various states of the country. This five year plan period also covered: (1) new additional requirements for the most of the existing training institutions, such as the Central Training Institutes for Instructors, the Foreman Training Institute, and Central Staff Training and Research Institute; (2) strengthening and expansion of the Advanced Training Institute throughout the country; (3) Extension of the Apprenticeship Training Programme; (4) Development and establishment of Vocational Training in Women’s Occupations; and (5) all other kinds of schemes related to research, surveys and studies to be undertaken by various organisations and institutes.

4.3.6 The Sixth Five Year Plan (1980–1985) was more about effective implementation of the welfare measures of prior legislative enactments, and extension of coverage of Act such as the Employees Provident Fund, Employees’ State Insurance Scheme and the Family Pension Scheme. Special scheme also were developed and implemented by State Governments for the welfare of agricultural labour, artisans (skilled craftsmen), leather workers, fishermen, handloom weavers and other unorganised sector workers.

4.3.7 The Seventh Five Year Plan (1985–1989) focussed on enhancement in working conditions of informal sector worker both in the rural areas and also in the urban areas. This plan period witnessed certain major initiative for working women. Thus during this period the stress was on improvement in capacity development, efficiency and productivity.

4.3.8 The Eighth Five Year Plan (1992–1997) witnessed government stressing on the importance of reforms in industrial and trade policies. This five year plan put great emphasis on resource mobilisation from public enterprises. In this period, the great work had been on the aspect of enhancement for the quality of labour work, productivity, skills development, working conditions, provisions for welfare measures
and the social security, especially to those working in the unorganised sectors without any socio-economic security.

**4.3.9 The Ninth Five Year Plan (1997–2002)** emphasised the enhancement of labour welfare measures, increasing productivity through skills development, and also the adequate provisions were taken for social security of workers. Governmental institutions and resources were directed towards skill development, knowledge sharing on new job opportunities, monitoring and evaluation of working conditions for labour class, creation of industrial harmony through development of infrastructure for better industrial relations, and insurance policy for labour against illness, injury and unemployment and their families.

**4.3.10 The Tenth Five Year Plan (2002–2007)** given more weight on improving the working conditions, better industrial relations, proper enforcement of Labour Legislations and welfare measures, and also launching various schemes for the welfare activities for all industrial workers and their families. The Labour Department (GoI) worked on implementation mechanism of about two dozen of labour statutes. Their goal was not only in terms of economic benefits (such as minimum wages, overtime, bonuses, etc.) to workers, but also to provide them adequate health and safety facility at work place.

**4.3.11 The Eleventh Five Year Plan (2007–2012)** talked about unemployment and underemployment issue, the promotion and generation of regular wage employment opportunities and addressing the continuing problems of workers employed in unorganised sector all over the country.

**4.3.12 The 12th Five Year Plan (2012–2017)** is more about skill building as an instrument to improve the effectiveness and contribution of labour to the overall production. It has also made skill development as an important agenda for the Governments at Centre as well as States. In this regard, various challenges on skill development identified. Enactments and scheme such as Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)\(^7\), Swarnjayanti Gram Swarozgar

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\(^7\) The National Rural Employment Guarantee Act 2005, also known as the "Mahatma Gandhi National Rural Employment Guarantee Act" is an labour law and social security measure that aims to guarantee the 'right to work' and ensure livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work.
Yojana (SGSY)\(^8\) and National Rural Livelihood Mission (NRLM)\(^9\) to restructure and strengthen the various employment promotion schemes for the bottom of the pyramid.

For enhancing living conditions of the workers and to accomplish higher productivity with higher efficiency, skill development through training is most important. Manpower development through skill development will provide adequate manpower of appropriate skills and quality to various sectors is fundamental for express socioeconomic development of country and its people.

### 4.4 Labour Welfare in India

The concept of labour welfare in India came in for a liberal mention in a resolution passed by the Indian National Congress on Fundamental Rights and Economic Programme in its Karachi session in 1931. The resolution said that the economic based life in the country must be in line with the principles of justice; it must confirm and ensure a decent standard of living for labour class. It also recognized that the state must protect the interest of individual labour and should insure sense of security among them, by suitable regulations or legislation, a standard living wage, healthy and safe conditions of work, specified reasonable hours of labour, suitable mechanism and institutions for the settlement of disputes between employers & employee, protection against the economic consequences of sickness, old age and unemployment as social security measures (Bhardwaj, 2012).

‘Labour Welfare’ is a broad concept referring to a state of living of an individual or a group as workman within and outside of premises of factory, in an acceptable interaction with the total environment-ecological, economic and social harmony (Priti, 2009). Terms such as workers welfare, labour welfare and employee welfare are normally used as substitute of each other for addressing various facilities and benefit provided to employees in addition to their pay. The aspect of Labour welfare constitute of both the social and economic factors of welfare. Labour welfare

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\(^8\) Swarnajayanti Gram Swarojgar Yojana 1999 (SGSY) is an initiative of the Government of India to provide sustainable income to poor people living in rural areas of the country. The SGSY aims at providing self-employment to villagers through the establishment of Self-help groups. Activity clusters are established based on the aptitude and skill of the people which are nurtured to their maximum potential.

\(^9\) National Rural Livelihood Mission (NRLM) is a poverty alleviation project implemented by Government of India. This scheme is focused on promoting self-employment with organising the poor into SHG (Self Help Groups) groups and make them capable for self-employment.
is an imperative aspect and plays very significant role in industrial relations for welfare and productivity. The way labour welfare has been defined and executed by the nations in the world, it eludes a precise application to all countries. It varies from one country to country, with regions and times. ‘Labour Welfare’ is an all-inclusive term and constitute of the factors such as physical, mental, moral and emotional wellbeing of an individual worker. Moreover, it is a relative and dynamic concept, as already mentioned varies from time to time, from state to state and from nation to nation (George, 2003).

The National Commission on Labour had also said that ‘the model of welfare is essentially dynamic, constitute of a different changing interpretation from country to country in various phases of time, and even in the economic development and general level of socio-economic empowerment and development of labour class’.

It can be said that labour welfare denote to all those activities of governmental authorities, employers, voluntary organizations and trade unions which help labour live up and to be more productive. It constitute of provisions for the improvement of safety, health, well-being and industrial productivity of the labour (Budhwar and Khatri, 2001). Generally labour welfare work could be bifurcated into five sections i.e. statutory provision by different legal legislations in forced by central government, welfare measures given by state government agencies, welfare measures given by employers, welfare measures forced by trade unions, various welfare activities acted upon by the voluntary social agencies. Labour welfare measures can be divided into three categories i.e., statutory, voluntary and mutual. And within that welfare measures or activities in industry may further be bifurcated into two categories, viz., intra-mural and extra-mural as follows.

**Figure no 4.1: Relationship Framework between Welfare measures and Performance**

<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Dependent Variable</th>
</tr>
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<tbody>
<tr>
<td>Intra-Mural Welfare Measures</td>
<td>Productivity</td>
</tr>
<tr>
<td>Extra-Mural Welfare Measures</td>
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*Source: Conceptualised by the Author*
The study based on the functional theory of labour welfare also known as the theory of efficiency leading to the concept that welfare measures can be applied as a means for productivity and better performance by the worker (Manju and Mishra, 2007). It says that if an organisation provides better working and living condition to workers, they will tend to be more efficient and effective by enhancing productivity. Labour welfare measures such as housing, education, health, training and other welfare measures are significant as they enhance the overall performance of workers in developing country like India. The functional theory of labour welfare is important factor for understanding of workers from the contemporary literature, it reflects positive outcome for industrial relations with better welfare measures.

4.4.1 Intra-Mural (Within the Organisation)

Intra-mural welfare measures are availed within the premises of factories, it include health facilities, safety measures, compensation for injuries, crèches and canteens, facility of drinking water, washing and bathing facilities and measures for enhancement of working conditions of worker.

4.4.2 Extra-Mural (Outside the Organisation)

Extra-mural welfare measures are provided outside the premises of factories. It include facilities such as housing accommodation, health, educational, training, transportation to and from place of work, leave and travel maternity benefits etc.

4.4.3 Significance of Labour Welfare

The main objective of labour welfare measures is to enable and encourage workers to live a more satisfactory working life. The labour welfare services leads to better physical and mental health of workers. Labour welfare measures such as medical benefits, education, and housing and recreation cultural facilities for the worker and families helps to creation of content environment. Improvement in health, educational and enriching condition of life protects labour from social tribulations like drinking, abusing, gambling etc (George, 2006).

4.4.4 Advantage for the Employers

Labour welfare measures helps in enhancing labour productivity and effectiveness by improving their physical and mental health status. Labour welfare measures facilitate to improve the goodwill and public relation of the enterprise. Labour welfare measures serve to maintain peaceful atmosphere with the labour unions. Labour welfare activities also help to improve industrial relations and
industrial peace. Companies all around the globe suffering from the problem of ‘employee’s turnover’\textsuperscript{10}, it can be reduced through provision of welfare facilities (Mathur, 1993). Workers take active interest in their work with a feeling of ownership and satisfaction. Application of various aspects of labour welfare able to secure the efficiency, higher productivity, better industrial relations and low labour absenteeism and turnover.

\textbf{4.4.5 Benefits to the Society}

Labour welfare activities are also in the interest of the society at large because it leads to development of better health, education; efficiency and happiness among worker correspond to well-being of all. A well looked after worker is asset to the organisation and also serves to raise the standards of industry and labour in the country.

\textbf{4.5 Government Interventions through Welfare Measures}

Both Central and State Governments has also laws enacted and schemes established for providing social security and welfare of specific categories of worker. The most significant social security laws enacted are the following:

- The Workmen’s Compensation Act, 1923.
- The Employees State Insurance Act, 1948.
- The Employees Provident Funds and Miscellaneous Provisions Act, 1953.

The Employees Provident Funds and Miscellaneous Provisions Act, 1953 is managed by the Government of India through the Employees Provident Funds Office (EPFO). The cash benefits transfer under the ESI act are managed by the Central Government through the Employees State Insurance Corporation (ESIC) whereas medical care under the ESI Act is being administered by the State Governments and respective Union Territory. The Payment of Gratuity Act is administered by the Central Government with branches in various States, major ports, mines, oil fields and the railways. In mines and circus industry, the provisions of the Maternity Benefit Act

\textsuperscript{10}Employee turnover is the process of replacing one worker with another for any reason. A turnover rate is the percentage of employees that a company must replace within a given time period.
are being controlled by the Chief Labour Commissioner (Central) for the Central Government and by the State Governments in factories, plantation and other industrial applicable establishments. The provisions of the Workmen’s compensation Act are being administered exclusively by State Governments.

Employees’ Pension Scheme, 1995 was amended in year 1999 to provide benefit of pension to dependent father/mother in respect of a deceased member, without eligible family members and absence of nomination. Permanently disabled children under provident funds were made entitled in year 1999 for the monthly payment to children of pension amount of family. Disbursement of pension and provident fund benefits on the date of retirement in Public Sector Undertaking and model private sector establishment was introduced.

For worker of marginal families not having social security net, covered by insurance scheme or law statute, the Central Government has introduced a programme of Personal Accident Insurance Social Security Scheme. Eligible person will fall in age group of 18-55, of earning members of poor families. Scheme is to be implemented through the General Insurance Corporation across India. A new scheme introduced by the Ministry of Agriculture and Cooperation for providing insurance cover to informal sector labour working in construction industry, agriculture fields and forests, the insurance cover will be provided through the Co-operatives.

Vocational Training has been the concurrent subject for skill and capacity development. The development of training schemes at national level, evolution of policy, laying of training standards, procedures, conducting of examinations, certification, etc. are the responsibility of the Central Government, whereas the implementation of the training schemes largely rests with the State/U.T. governments. It covers and provides training to large number of people.

The most significant industrial skills training schemes comprise of Apprenticeship Training Scheme, training of women as a special target group, Craftsmen Training Scheme, Training of skilled workers, Training of Craft Instructors, Training of Supervisors and also to carry out research work on industrial skills oriented training problems while paying adequate attention towards preparation & development of training module.

The Apprenticeship Training Scheme and Craftsmen Training Scheme which are involve in imparting vocational training, meant to develop skills and knowledge
among youth in their formative years. A number of other departments of various ministries in government have also started industry oriented training programme for their respective sectors e.g. Small Industry, Khadi and Village Industries Commission (KVIC), handlooms, tourism (hotel management & catering), electronics, medical technicians, agriculture and rural development. These training programmes are small steps but serve a very useful purpose and essential in the overall development of vocational training for supply of skilful workers.

The Government of India mainly emphasis on developing and implementing the policies, procedures and training standards while the administration of Industrial Training Institutes (ITIs) are with the concerned State Government(s)/Union Territories. The Craftsmen Training Scheme (CTS) was introduced in 1950 for imparting skill training among unemployed youth. These vocational training is mainly meant for lower level engineering trades. There are trades outside the engineering field are also taken but the bulk of them are in service sector and meant for requirement of industries with manufacturing activities. Women’s Vocational Training Programme was introduced in 1977. The programme aimed at providing vocational training to women worker, thereby enhancing their employability and consequently their participation in the economy by providing training through a network of Women's Vocational Training Institutes.

The existing training institutions have, no doubt, been supplying major share of the required skilled worker to the industry. However, it seems mandatory that the framework of restructuring and reorientation of their courses with time is necessary to expedite the response to labour market. For skill upgradation of the workers in the unorganised sector some innovative ideas needs to be applied with introduction of facilities such as flexible timings, training module and location of training. To the certain extent a sizeable unemployed population would have to be self-employment in small units in various sectors, the training system should also provide not only hard core skills of industry but also should impart worker with soft skills of entrepreneurship, management and marketing, as part of training courses.

National Employment Service within the prescribed framework of the Employment Exchanges Act 1959 and enhanced role and is paying greater responsibility for compilation and distribution of comprehensive labour market database. The National Employment service pays special consideration to the
requirement of the marginal section of society. Its centres assess the residual capability of the disabled and provide them adjustment training, facilitating their early economic rehabilitation.

The development of labour welfare functionality and productivity with social security is one of the main objectives pertaining to policy of the state. The resources has been allocated to achieve the goal of labour welfare through the various five year plan towards skill and capacity development, assessment of working conditions, creation of industrial harmony, development of infrastructure, health insurance & services, accident and unemployment for the workers and dependent. The situation of surplus labour in market leads to ill social and industrial practices such as bonded labour, child labour and unfavourable working conditions (Bais, 2014).

Workmen Compensation Act was amended in 1999 to benefit the workers and their families in the case of death/disability during the employment. The labour legislation enforcement machinery in the various States and at the Centre is working to revise with certain changes, revision in rules, regulations orders and notifications.

The Government has established the Second National Commission on Labour (1999) with objective of more reforms in labour law and welfare. The Commission was supposed to suggest rationalisation and reforms of the labour legislation relating to the organised sector and also umbrella legislation for ensuring a minimum level of protection and welfare security to the workers in the informal sector.

The Ministry of Labour has established a Women Labour Cell in year 1975 with objective to address the issues of working women to improve upon the situation. The Equal Remuneration Act, 1976 was introduced with an aim of providing equal remuneration to working women. A Central Advisory Committee and State level committee has been set up to advice the provisions to increase employment opportunities for women. It also provide financial support to voluntary organisations to conduct research studies on issues of working women, their employability and the extent of their displacement on account of social, economic, technological and various other variables. This programme was introduced with the objective of further developing the Government’s policy of empowering the women via generation of awareness of their rights and opportunities and also to become economically independent.
This chapter talks about evolution of labour welfare in India, while doing so, it looks in early part labour reform policies before independence during the first and Second World War while India was still part of British Empire. Study also analyse the evolution of labour welfare after independence particularly by the government. It analyses labour welfare measures has been taken in the entire 12 five year plan after independence. It also tries to understand different aspect of labour welfare, various Act enacted by the both Central and State government. The Chapter incorporate several major government interventions in terms of legislation amendment and abolishing certain practices such as bonded labour and child labour. It also talks about welfare measures in terms of government education and skills development programmes.