



## Labour Welfare Activities: A Conceptual Framework

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**Abstract:** *Labour welfare activities in an industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long terms goal toward building a humane society. Another objective of welfare activities is to secure the labour proper human conditions of work and living. Working conditions of organization may be led by an artificial environment which features are dust, fumes, noise, unhealthy temperature, etc. Another objective of welfare activities is to secure the labour proper human conditions of work and living. Working conditions of organization may be led by an artificial environment which features are dust, fumes, noise, unhealthy temperature, etc.*

**Key words:** *Working conditions, welfare activities, dust, fumes, noise,*

### Introduction

Classical economics and all micro-economics labour is one of four factors of production, the others being land, capital and enterprise. It is a measure of the work done by human beings. There are macro-economic system theories which have created a concept called human capital (referring to the skills that workers possess, not necessarily their actual work), although there are also counterpoising macro-economic system theories that think human capital is a contradiction in terms. The term welfare suggests the state of wellbeing and implies wholesomeness of the human being. It is a desirable state of existence

involving the mental, physical, moral and emotional factor of a person.

Adequate levels of earnings, safe and humane conditions of work and access to some minimum social security benefits are the major qualitative dimensions of employment which enhance quality of life of workers and their productivity. Institutional mechanisms exist for ensuring these to workers in the organized sector of the economy. Labor welfare is the key to smooth employer-employee relations. In order to increase labor welfare, Employers offer extra incentives in the form of labour welfare schemes, and to make it possible to pursued workers to accept mechanization.



## **Labour Welfare**

Labour welfare activities in an industrialized society has far reaching impact not only on the work force but also all the facets of human resources. Labour welfare includes all such activities, which not only secures existential necessities but also ensures improvement in spiritual and emotional quotient. It comprises of short term and long terms goal toward building a humane society. As Labour welfare is a dynamic concept, changes in its principles activities and the rationale supporting them have not been static. They closely, follow the stages of advancement of the industrialized society - from police Theory to Functional Theory Accordingly principles for %successful implementation of labour welfare activities ranges from adequacy of wages to impact on efficiency as well as transformation of personality in nut shell; it is extension of democratic values in an industrialized society.

The term 'Welfare' expresses many ideas, meanings and connotations, such as the state of wellbeing, health, happiness, prosperity and the development of human resources. It includes both the social and economic aspects of welfare. The social concept of welfare implies the welfare of man, his family and his community. All these three aspects are inter-related and work together. The economic aspect of welfare covers promotion of

economic development by increasing production and productivity.

Welfare is also called a relative concept, for it is related to time and space. Changes in it have an impact on the system of welfare as well. As welfare is growing and dynamic, the welfare potential changes, as a result of which its content keeps on varying and has to keep pace with the changing times. Also the characteristics of welfare vary for it depends of a nation in all fields. Its meaning and components, therefore, differ from country to country and from place to place.

## **Objectives of Labour Welfare Activities**

The object of welfare activities is to promote economic development by increasing production and productivity. The underlying principle is to make the workers given their loyal services ungrudgingly in genuine spirit of co-operation, in return for obligations, voluntary and compulsory, accepted by the employee towards the general well-being of the employees. Improving the efficiency of the labour is another objective of labour welfare activities. Efficiency gives double reward, one in the form of increased production and the other in the shape of higher wages due to achievement of higher productivity. Welfare activities add to their efficiency and efficiency in turn help the worker to earn more wages. Therefore, welfare



activities in an organization are twice blessed. It helps the employer and the employee both.

Another objective of welfare activities is to secure the labour proper human conditions of work and living. Working conditions of organization may be led by an artificial environment which features are dust, fumes, noise, unhealthy temperature, etc. It is generally found that these conditions impose strain on the body. The welfare activities are done to minimize the hazardous effect on the life of the workers and their family members. It is the duty of the employer to see these human needs. If welfare activities are viewed in this light, it can be seen that they are guided by purposes of humanitarian and social justice.

The next objective of welfare activities is to add in a real way to the low earning of the labour. The facilities are provided to supplement the income of the workers by services such as housing, medical assistance, school, co-operative, canteens, stores, play grounds etc.

Thus, the objective of activities are to promote greater efficiency of the workers, assure proper human conditions to the workers and their family members, supplement their wages in monetary terms, give more real wages and foster better industrial relations.

### Statutory Welfare Schemes

The statutory welfare schemes include the following provisions:

- **Drinking Water:** At all the working places safe hygienic drinking water should be provided.

- **Facilities for sitting:** In every organization, especially factories, suitable seating arrangements are to be provided.

First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.

**Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.

- **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.

- **Spittoons:** In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.

- **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.



- **Washing places;** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.

- **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises.

Adequate lockers are also provided to the workers to keep 'their clothes and belongings.

**Rest rooms:** Adequate number of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc.

#### **Non Statutory Schemes**

Many non-statutory welfare schemes may include the following schemes:

**Personal Health Care (Regular medical check-ups):** Some of the companies provide the facility for extensive health check-up

**Flexi-time:** The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedule, Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs

**Employee Assistance Programs:** Various assistant programs are

arranged like extent counseling service so that employees or members of their immediate family can get counseling on various matters.

- **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.

- **Maternity & Adoption Leave –** Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.

- **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitality due to illness, disease or injury or pregnancy.

- **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.

#### **Conclusion**

India introduced liberal industrial policy which is aimed at stepping up industrial growth promoting modernization and technological up gradation to make industrial competitive in both domestic and global market. In this perspective enterprises have to improve their production and productivity which is possible with the satisfaction of



labour. Even today's scientific development of modern technology production methods higher productivity depends on workers. If they are rightly directed and fully used, it would make a great contribution to the prosperity of the enterprise.

This can be reduced to a great extent by provision of good housing, health and family care canteens, educational and training facilities, provision of welfare activities enables the workers to live a richer and more satisfactory life and contributes to the productivity of labour, efficiency of the enterprise and helps in maintaining industrial peace. Hence steps need to be taken on a larger scale to improve the quality of life of the workers. The statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety. These include provisions provided in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry.

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