

UNIT-V

TOPIC NAME- LABOUR WELFARE IN INDIA ACCORDING TO ILO

Concept of Labour Welfare

Labour welfare means setting up of minimum desirable standards and provisions of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation and so on.

Labour welfare means all those efforts to make life worth living for workman.-Oxford dictionary

The Encyclopedia of Social Sciences defines, “Labor welfare is a voluntary effort of the employer to establish within the existing industrial system, working, living & cultural conditions of employees beyond what is required by the law.”

So, labour welfare activities include anything done for the intellectual, physical, moral and economic betterment of workers whether by the employer, by government or by the other agencies over and above what is required by the Law or what is normally expected says the Labor investigation committee.

Importance of Labor Welfare

- Labor welfare Services helps in improving the worker’s health, mental and social status.
- Labor welfare contribute towards the maintenance of the morale and self respect of the employees.
- Welfare services should be regarded as Wise-Investment.
- In order to get best out of the worker in context of production the working conditions needs to be improved.

Discuss various aspects& approaches of Labor Welfare with relevant examples.

Different Aspects/Scope of Labor Welfare:

- Humanitarian Aspect
- Economic Aspect
- Civic Aspect
- Futuristic Aspect

Humanitarian Aspect:

- Enabling the workers to enjoy a healthy, richer lifestyle leading to high morale and motivation
- It aims to lessen the sufferings of the working class.
- It presumes its ethical duty to provide a reasonable quality of life with self respect and dignity.

Economic Aspect:

- It ensures to provide basic amenities of life.
- Compensation
- To maintain the self respect and dignity of the worker and his family members

Civic Aspect :

- Aims to develop a feeling of affection, love, regard and affection between the employees and employer and amongst the employees.

Futuristic Aspect:

- It aims to provide secure ,safe and bright future with professional growth and career.
- It also ensures retirement benefits e.g. pension ,Provident fund etc.
- Workers are given assurance of being taken care in case of any contingency or mis happening.

Intra-Mural Activities

- All those amenities and services which have been provided by the employers: Inside the factory
- Provisions of Canteen& Mess
- Sanitary, Safety and sufficient lighting
- Industrial safety provisions
- Provisions for rest, Change and lunch rooms
- Fire fighting arrangements
- Arrangements of drinking Water and food
- Washing and bathing facilities
- Health services including occupational safety
- Uniform and protective clothing.

Extra-Mural Activities

- It includes all those services and facilities which are available to workers outside the factory.

- Education facilities Housing facilities
- Social Insurance schemes
- Provident Fund Benefits
- Sickness and Maternity Benefits
- Leave Travel Facilities
- Worker's co-operative societies including consumer' cooperative stores, fair price shops.
- Vocational Training for dependents of workers.
- Transport to and from the place of work.

MERITS AND DEMERITS WELFARE MEASURES

Merits: Most of the organisations have been extending the welfare measures to their employees, year after year, for the following merits:

1. **Meets Employee Demands:** Employees demand more and varied types of fringe benefits rather than pay hike because of reduction in tax burden on the part of employees and in view of the galloping price index and cost of living.
2. **Buys Employee Loyalty:** Providing employee welfare measures leads to employee satisfaction and satisfied employees become loyal to the organization.
3. **Buys Employee Commitment:** Employees increases their commitment to the job having availed of welfare measures.
4. **Loyalty of Employee Family Members:** Welfare measures are provided not only to employees, but also their family members. Employees' family members also be loyal to the organisation having availed of welfare measures.
5. **Meet Trade Union Demands:** Trade Unions compete with each other for getting more and a new variety of fringe benefits to their members such as life insurance, beauty clinics etc. If one Union succeeds in getting one benefit, the other Union persuades the management to provide a new model fringe. Thus, the competition among trade unions within an organisation results in more and varied benefits.
6. **Satisfies Employer's Preference:** Employers prefer fringe benefits to pay-hike, as fringe benefits motivate the employees for better contribution to the organisation. It improves morale and works as an effective advertisement.
7. **Meets the Criteria as a Social Security:** Social security is a security that the society furnishes through appropriate organisation against certain risks to which its members are exposed. These risks are contingencies of life like accidents and occupational diseases. The employer has to provide various benefits like safety measures and compensation in case of involvement of workers in accidents, medical facilities etc., with a view to provide security to his employees against various contingencies.
8. **Improves Human Relations:** Human relations are maintained when the employees are satisfied economically, socially and psychologically. Fringe benefits satisfy the worker's economic, social and psychological needs. Consumer stores, Credit facilities, Canteen, Recreational facilities etc., satisfy the worker's social needs, whereas retirement benefits satisfy some of the psychological problems about the post-retirement life. However, most

of the benefits minimize economic problems of the employee. Thus, fringe benefits improve human relations.

9. **Create and Improve Sound Industrial Relations:** Welfare measures satisfy employees and trade union and thus prevent grievances and industrial disputes. Absence of grievances and disputes lead to sound industrial relations.
10. **Boost up Employee Morale:** Providing employee welfare measures enhance employee state of mind, turns employee state of mind positive towards the job and organisation. Thus employee welfare measures boosts up employee loyalty.
11. **Motivate the Employees by Identifying and Satisfying their Unsatisfied Needs:** Employee welfare measures satisfy physiological, security and affiliation needs by identifying unsatisfied needs of employees.
12. **Provide Qualitative Work Environment and Work Life:** Employee welfare measures improve the quality of work life as well as general life.
13. **Provide Security to the Employees against Social Risks Like Old Age Benefits and Maternity Benefits:** Welfare measures provide insurance and security against social risks.
14. **Protect the Health of the Employees and to Provide Safety to the Employees against Accidents:** Welfare measures protect the general health, health against accidents and safety of employees and their family members.
15. **Promote Employee's Welfare by Providing Welfare Measures Like Recreation Facilities:** Recreation facilities and other welfare measures promote employee welfare.
16. **Create a Sense of Belongingness among Employees and to Retain them:** Welfare measures creates and improves a sense of belonging ness of employee to the organisation and hence, employees prefer to stay with the organisation for longer period. Therefore, fringe benefits are called golden hand-cuffs.
17. **Meet Requirements of Various Legislations Relating to Fringe Benefits:** Providing welfare measures makes the employers to meet the obligations of the statutory requirements of various welfare and social security legislations.

Demerits of Welfare Measures: Demerits of employee welfare measures are limited compared to merits. Demerits include:

1. **Cost to the Employer:** Providing welfare measures to the employees and their family members in variably increases cost of labour to the employers.
2. **As a Matter of Right:** Employees and their family members feel that they have a legal right to get welfare measures. Therefore, employees some times may not be satisfied and loyal to the organisations. In fact, satisfied needs are no longer motivators.
3. **Discrepancies and De-motivation:** Employers may commit some mistakes while providing welfare measures, which may lead to discrepancies. These situations lead to employee de-motivation.