

UNIT-IV

TOPIC NAME- LABOUR WELFARE OBJECTIVES, IMPORTANCE, PRINCIPLES AND SCHEMES

**Labour Welfare – Objectives**

Apart from salary and wages different labour welfare activities are undertaken by the organisations either voluntarily or due to provision of law. It aims at improving the work life and social status of the employees.

The objectives of labour welfare are as follows:

1. To provide better work life, personal and social life and health to the labour force.
2. To make the workers happy and satisfied with the work environment.
3. Dissatisfaction regarding work life among the workforce creates industrial conflict and dispute. Labour welfare aims at minimizing industrial dispute and industrial conflict.
4. To increase production by increasing efficiency.
5. To provide better physical work environment.
6. To improve the standard of living of the workers.
7. Labour welfare programme aims at helping the labourers to overcome problems like absenteeism, increased turnover, indebtedness, alcoholism, etc., which make the labourer both physically and psychologically weak.

**The importance of labour welfare services are as follows:**

1. Improving worker's health – Labour welfare provides healthcare benefits, security against work hazards. Different welfare facilities provide better physical and mental health of the workers.
2. Increase in efficiency – Different welfare programme creates a better workplace and improves the physical and mental health of the workers enabling them to improve their performance and efficiency.
3. Reduction in labour turnover – Labour welfare programme provides satisfaction to the workers. Satisfied workers are more enthusiastic at work. This reduces labour turnover and absenteeism.

4. Improving employee's morale – Labour welfare programme makes the worker feel that they are important asset of the organisation and are looked after. This improves the morale of the employees.

5. Promotion of industrial peace – Welfare services helps to maintain industrial peace .It avoids conflict with trade unions relating to issues like unhealthy work environment, accidents at work place, hazardous working conditions and so on.

6. Providing satisfaction to workers – Welfare facilities like housing, medical benefits, education and recreation facilities for the worker's and their families help to create contented workers. Health and safety measures, improvement in working conditions, prevention of accidents creates satisfaction among the workers.

7. Reducing social evils – Improvement in material, intellectual, social and cultural conditions of worker's life protect workers from social evils like drinking, gambling etc.

8. Relieve from personal worries – Labour welfare programme secures the personal and social life of the workers. Welfare facilities benefit the life of the workers as well as their families. Hence workers are relieved of their personal and family worries.

### **Labour Welfare – Schemes: Statutory Welfare Schemes and Non Statutory Labour Welfare Schemes**

**Different schemes of labour welfare are explained as under:**

#### **A. Statutory Welfare Schemes:**

1. Drinking Water- At all the working places including dock areas, safe hygienic drinking water points are provided.

2. Latrines and Urinals- A sufficient number of latrines and urinals must be provided in a neat and clean condition.

3. Spittoons- In every work place, such as ware houses, store places, in the dock area and office premises where employees/workers are deployed, spittoons are provided in convenient places and same are maintained in a hygienic condition.

4. Lighting- At all the working places in the dock area, sufficient lights are provided for working safely during the night shift.

5. Ventilation- For the circulation of fresh air, and maintaining the normal temperatures sufficient number of ventilators are provided in dock area, where workers are required to work in three shifts, such as ware houses, and office premises in dock area.

6. 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.

7. First-aid appliances and Ambulance room- Adequate first-aid boxes are provided on the working places in the dock area & port premises and same are accessible. First-aid treatments are

readily available during the working hours to the workers at the working places and the ambulance is also provided with the full equipment and qualified nursing staff.

8. Changing rooms- Adequate changing rooms are provided to the male and female workers separately to change their cloth in the dock area and office premises. Adequate lockers are also provided to the workers to keep their cloth and belongings, etc.

9. Rest rooms- Adequate no. of rest rooms are provided in the dock area to the workers with provisions of drinking water, wash basins, toilets, bathrooms, etc. for those who are working in the night shift.

10. Canteens- The canteens are provided in the dock area and other places of working for giving nutritious valued food to the dock workers

11. Hospital/Medical facility- Apart from medical officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

### **B. Non Statutory Labour Welfare Schemes:**

- (i) Educational facilities
- (ii) Recreation facilities
- (iii) Transport facilities
- (iv) Family planning
- (v) Comparative credit societies
- (vi) Consumers comparative stores and fair price shop
- (vii) Distress relief and cash benefits

### **Labour Welfare – Top 10 Principles**

#### **The various principles of labour welfare are as follows:**

Principle # 1. Adequacy of Wages:

High wage alone cannot create a healthy and desirable working environment in an organization. A combination of adequate wages, welfare activities and the right working environment is essential for job satisfaction of employees in an organization.

Principle # 2. Social Responsibility:

The organization or the industry in which the employees are being employed have the responsibility and obligation in terms of taking care of the well-being and welfare of the employees.

Principle # 3. Efficiency:

Organizations should perceive that by contributing to employee welfare they can motivate their employees, which can also contribute to enhance the efficiency of the employees as well as that of the entire organization.

Principle # 4. Re-Personalization:

This emphasizes the development of human personality as the principal objective welfare activities in the organization.

Principle # 5. Totality of Welfare:

The need and the importance of employee welfare must be felt and practiced at all levels of the organization.

Principle # 6. Integration and Coordination:

Coordinated approach is crucial in order to achieve a successful welfare program for the organization. At the same time care should be taken so as to integrate all the subsystems of the organization along with the fundamental welfare initiatives taken by the organization.

Principle # 7. Participation:

For the success of any welfare initiatives in an organization it is essential for employee participation from all levels of the organization.

Principle # 8. Responsibility:

For the success of any welfare initiatives both the employer as well as the employees should be mutually responsible. The trade unions should also take the responsibility of emphasizing upon labour welfare initiatives rather than focusing on their vested political interests.

Principle # 9. Accountability:

Management of any organization should be critical with respect to the accountability of labour welfare initiatives taken by them. The management representative should be given the authority to take necessary decisions in order to ensure accountability of the welfare activities.

Principle # 10. Timeliness:

Employee welfare measures must be provided on a timely basis as and when required on a priority basis, otherwise this could lead to decrease the effectiveness of the HR function in terms of increased cost and wastage. In this regard the management of any organization should emphasize upon proper planning and control.