

LABOUR WELFARE

EXECUTIVE SUMMARY

- ❑ **Welfare of employee and his family members is an effective advertising and also a method of buying the gratitude and loyalty of employees. Employee welfare is a comprehensive term including various services, benefits and facilities offered by the employer.**
- ❑ **The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable workers to have a richer and more satisfying life. It raises the standard of living of workers by indirectly reducing the burden on their pocket.**
- ❑ **Welfare means improving, faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. Further, the term welfare is a relative concept, relative in time and space. It therefore, varies from time to time, region to region and from country to country.**

INTRODUCTION OF LABOUR WELFARE

- ❑ **Labour welfare work aims at providing such service facilities and amenities which enable the workers employed in an organization to perform their work in healthy congenial surrounding conducive to good health and high morale.**
- ❑ **Labour welfare is a comprehensive term including various services, benefits and facilities offered by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in additional to normal wages and other economic rewards available to employees as per the legal provisions.**
- ❑ **Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. "International Labour Organization efforts to make life worth living for workers" According to the Oxford dictionary "Welfare is fundamentally an attitude of mind on the part of management influencing the method by which management activities are undertaken.**

OBJECTIVES OF LABOUR WELFARE

Following are the objectives of the voluntary labour welfare services by employer-

- ☐ **To win over employees loyalty and increase their morale.**
- ☐ **To develop efficiency and productivity among workers.**
- ☐ **To reduce the threat of future government intervention.**
- ☐ **To make recruitment more effective.**
- ☐ **To earn goodwill and enhance public image.**
- ☐ **To build up stable labour force to reduce labour turnover and absenteeism.**

REASONS FOR THE LABOUR WELFARE ACTIVITIES

1. Increase in efficiency of employees:

Labour welfare activities increases in efficiency of employees to work. These facilities help in developing the feeling of dedication among them. Due to the increase in efficiency the production and the productivity of the enterprise increase considerably.

2. Helpful in reducing the state of poverty among employees:

Most of the workers in our country are unable in providing for base necessities for themselves and to their family members. This is because of the extreme poverty among Indian workers. Provision of labour welfare activities plays an important role in reducing such poverty and in providing essential amenities to the workers.

REASONS FOR THE LABOUR WELFARE ACTIVITIES

3. Establishment of Organizational peace:

Labour welfare activities help in establishing sound relations between employees and employers. When the employees of the organization feels that they are getting all the possible facilities and the employers are very caring to them, then such good feeling increases enthusiasm among employees which will establish peace in the organization.

4. Helpful in reducing the rate of absenteeism and labour turnover:

The rate of absenteeism and labour turnover is much higher in India as compared to that of developed countries of the world. Provision of labour welfare activities help in reducing this because the workers feel themselves well settled at one place.

TYPES OF LABOUR WELFARE SCHEMES

☐ **STATUTORY SCHEMES : -**

- 1. Washing Facilities (Section –42)**
- 2. Facilities for storing and Drying Clothing (Section-43)**
- 3. Facilities for Sitting (Section – 44)**
- 4. First Aid Appliances (Section – 45)**
- 5. Canteens (Section – 46)**
- 6. Shelters, Rest Rooms and Lunch Rooms (Section – 47)**
- 7. Crechers (Section – 48)**
- 8. Welfare Officer (Section – 49)**

☐ **NON - STATUTORY SCHEMES : -**

- 1. Housing Facilities**
- 2. Medical Facilities**
- 3. Transport Facilities**
- 4. Recreational Facilities**

Labour welfare officers

Labour Welfare officers

- Functions of LWO-Labour Welfare
 - Health and Safety
 - Working conditions
 - Sanitation And clealiness

- Recreation
- Welfare amenities
- Workers education
- Services like co-ops. Grainshops housing
- Formation of welfare committees
- Housing
- Implementation of Welfare acts

Labour Administration Functions

- Organisational discipline
- Safety and Medical Administration
- Wage and Salary Adminisration
- Administration of Legislation relating to Industrial Relations

Labour Relations

- Administration of Standing Orders
- Settlement of Grievances
- Settlement of Disputes through Statutory procedures
- Trade Unions and Union Management Relations
- Steps to increase Productive Efficiency

Duties and Responsibilities of LWO

- Advisory -To advise in the formation of company labour policies
- Service -A)To help Workers in personal and family problem
 - In adjusting to work environment
 - In understanding their rights and previleges
 - In making application for leave

To Management

- Welfare and benefit Programme
- Health and Safety programme
- Joint Committees
- Paid Vacations

Supervisory

- To Supervise- Implementation of Labour Laws
- Wages and Employment

Functional

- To bring to notice of Factory of management the workers' grievances
- To watch industrial relations with a view to influencing both factory management and workers when a dispute arises between them
- To exercise restraining influence on workers and management for illegal strikes

Mediation

- To help bring about settlement of industrial disputes by persuasive efforts
- To maintain a neutral attitude during strikes or lockouts and to help in bringing about a peaceful settlement
- To establish contact and hold consultations for building harmonious relations between management and labour

CONCLUSION

Employee welfare means “the efforts to make life worth living for workmen.” According to Todd “employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.