LABOUR WELFARE & SOCIAL SECURITY

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CHAPTER 1
LABOUR WELFARE

Meaning & Definition of Labour Welfare

- The Committee on Labour Welfare (1969) defined labour welfare to "include such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities, and facilities including social security measures as contribute to improve the conditions under which workers are employed".

- The I.L.O. (SEA) session held at New Delhi in 1947 defined Labour Welfare as “such services, facilities and amenities, which may be established in or in the vicinity of, undertakings to enable persons employed therein to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and good morale.

- N.M. Joshi felt that labour welfare “covers all the efforts which employers make for the benefit or their employees over and above the minimum standard of working conditions fixed by Factories Act and over and above the provision of social legislation providing against accident, old age, unemployment and sickness”.

According to James Todd (1993) “welfare work as anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid, which is not a necessity of the industry”. Labour welfare also referred to as betterment of employees, relates to taking care of the well being of workers by employers, trade unions, and government and non-governmental agencies.

According to the Royal Commission on Labour (1931) "Labour welfare is a term which must necessarily be elastic, bearing a somewhat different interpretation from one country to another, according to the different social customs, the degree for industrialization and educational level of the workers”.

Report II of the ILO Asian Regional Conference (1947) defined labour welfare as a term which is understood to include such services, facilities and amenities as may be established in or outside the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.
The Encyclopedia of Social Sciences Vol. XV (1935) defines labour welfare as "voluntary efforts of the employers, to establish within the existing industrial system, working and sometimes living and cultural conditions for the employees, beyond what is required by law, the customs of the industry and the conditions of the market".

Another viewpoint provided by the Indian Conference of Social Work is that "Labour welfare services include such services as are rendered to workers and their families by industrial enterprises with the purpose of raising their moral, material, social and cultural levels and to adjust to a better life". Labour welfare develops better workers, which in turn helps in the development of the community and society. In the broader sense labour welfare is a convenient term to cover all those aspects of industrial life that contribute to protect the interest of the labour.

Basic Features of Welfare

The basic features of welfare measures are as follows:

(a) Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.

(b) Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.

(c) Labour welfare measures are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.

(d) Welfare measures may be introduced by the employers, government, employees or by any social or charitable agency.

(e) The purpose of labour welfare is to bring about the development of the whole personality of the worker to make him a good worker and a good citizen.

Objectives of Labour Welfare

❖ To Improve the morale and loyalty of workers: - Employee welfare improves the morale and loyalty of workers by making them happy and satisfied

❖ To Promote Economic development: - The object of welfare activities is to promote economic development by increasing production and productivity. The primary principle is to make the workers, given their loyal services, ungrudgingly

❖ To Provide proper human conditions of work and living: - Organization may be other objective of welfare activities is to secure the labor 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

❖ To Minimize the hazards: - 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 purpose of humanitarian and social justice

➔ To Supplement wages in monetary teams: - The next objective of welfare activities is to add in a real way to the low earning of the labor. The facilities are provided to addition the income of the workers by services such as housing, medical assistance, school, Cooperative, canteens, stores, play grounds, etc.

➔ To Reduce labor turnover and absenteeism :- It reduces labor turnover and absenteeism thereby building a stable workforce

➔ To Improves recruitment, industrial relations and goodwill :- It helps to improve recruitment, industrial relations and industrial peace, the goodwill and public image of the enterprise

➔ To Reduces government intervention :- Voluntary efforts for the welfare of the workers reduce the threat of further government intervention

Scope of labor welfare

➤ Conditions of work environment :- The workshop hygiene and cleanliness, humidity, ventilation, lighting, elimination of dust, smoke, fumes and gases, convenience and comfort during work, operative postures, sitting arrangements, etc., distribution of work hours and provision for rest times, breaks and workmen’s safety measures.

➤ Workers health services:- These should include factory health center, medical examination of workers, clinic for general treatment, infant welfare, women’s general education, workers activity facilities, education etc.

➤ Labor welfare program: - These should cover factory council consisting of representatives of labor and employers, social welfare departments, interview and vocational testing, employment, follow-up, workmen’s settlement council.

➤ Labor’s economic welfare program: - These should include cooperatives or fair price shops for consumer necessities, cooperative credit society, thrift schemes and savings bank, health insurance etc.

➤ General Welfare work:- This should relate to housing and family care

Types of Welfare Services / Classification of Welfare Services:

(a) On the basis of location or premises.
(b) On the basis of legality.
On the basis of location or premises:-

The Committee of Experts on Welfare Facilities for Industrial Workers set up by the ILO in 1963 divided welfare services into two groups – (a) within the precincts of the establishment and (b) outside the establishment.

a. **Intramural**: Welfare amenities within the precincts of the establishment (intramural) such as latrines and urinals; washing and bathing facilities; crèches, rest shelters and canteens, arrangements for drinking water, arrangements for prevention of fatigue, health services including occupation safety, administrative arrangements to look after uniform and protective clothing and shift allowances.

b. **Extramural**: Welfare amenities outside the establishment such as maternity benefits, social insurance measures including gratuity, pension, provident fund and rehabilitation, benevolent funds; medical facilities including programmes for physical fitness and efficiency; family planning and child welfare; education facilities including adult education; housing facilities; recreational facilities including sports, cultural activities, library and reading room, holiday homes and leave travel facilities; workers’ cooperative stores, fair price shops and cooperative thrift and credit societies; vocational training for dependants of workers; welfare programmes for welfare of women, youth and children; and transport to and from the place of work.

The following categorization is used by I.L.O.
These facilities and benefits can be further classified into those provided by legislation and those provided voluntarily by management or as a result of bipartite settlements between management and the trade unions.

**On the basis of legality:**

Welfare Services related to physical and social well-being of the employees both within and outside the organisation. Within the organisation these include provision of medical benefits, recreational facilities, libraries, canteens, rest rooms, etc. They may also include meals and refreshments supplied free of cost or at subsidized rates to the employees. But outside the organisation, welfare arrangements include provision of housing accommodation, education of children of employees, sports fields, medical facilities for the family, etc.

1. Statutory
2. Non-Statutory

1. **Statutory:**

   Those which have to be provided irrespective of size of establishment, say, drinking water. Also, those which have to be provided subject to the employment of a specified number of people, eg. Crèche are also part of statutory welfare amenities.

2. **Non-Statutory:**

   In the case of certain amenities, there are no minimum standard laid down as in the sphere of housing, medical treatment, recreation, transport and educational facilities. This is left to the discretion of the employer.

**Statutory Welfare Amenities**

**Provisions of Factories Act Regarding Labour Welfare:**

Sections 42 to 49 of the Factories Act, 1948 contain specific provisions relating to welfare of labour. Sec.42 to 45 apply to all factories irrespective of the number of workers employed. Secs. 46 to 49 are applicable to factories irrespective of the number of workers. These provisions are discussed below:

a. **Washing Facility (Sec.42):**

   In every factory: (a) adequate and suitable facilities for washing shall be provided and maintained for the use of the workers therein; (b) separate and adequately screened facilities shall be provided for the use of male and female workers; (c) such facilities shall be conveniently accessible and shall be kept clean.
b. **Facilities for Storing and Drying Clothing (Sec.43):**

The State Government may, in respect of any factory or class or description of factories, make rules requiring the provisions therein of suitable places for keeping clothing not worn during working hours and for the drying of wet clothing.

c. **Facilities for Sitting (Sec.44):**

In every factory, suitable arrangements for sitting shall be provided and maintained for all workers obliged to work in a standing position, in order that they may take advantage of any opportunities for rest which may occur in the course of their work.

d. **First-aid appliances (Sec.45):**

- There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipped with the prescribed contents, and the number of such boxes or cupboards to be provided and maintained shall not be less than one for every one hundred and fifty workers ordinarily employed at any one time in the factory.
- In every factory wherein more than five hundred workers are ordinarily employed, there shall be provided and maintained an *ambulance room* of the prescribed size, containing the prescribed equipment and in the charge of such medical and nursing staff as may be prescribed and those facilities shall always be made readily available during the working hours of the factory.

e. **Canteens (Sec.46):**

The State Government may make rules requiring that in any specified factory wherein more than two hundred and fifty workers are ordinarily employed, a canteen or canteens shall be provided and maintained by the occupier for the use of the workers.

f. **Shelters, Rest Rooms and Lunch Rooms (Sec.47):**

In every factory wherein more than one hundred and fifty workers are ordinarily employed, adequate and suitable shelters of rest rooms and a suitable lunch room, with provision for drinking water, where workers can eat meals brought by them, shall be provided and maintained for the use of the workers.

g. **Creches (Sec.48):**

In every factory wherein more than 30 women workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such women.
h. Welfare Officers (Sec.49):
   In every factory wherein five hundred or more workers are ordinarily employed, the
   occupier shall employ in the factory such number of welfare officers as may be prescribed.

- Further, provisions were made in other acts also for the appointment of welfare officers.
  For example, Sec.18 of the Plantations Labour Act, 1951 requires: “In every plantation
  wherein 300 or more workers are ordinarily employed, the employer shall employ such
  number of Welfare Officers as may be prescribed.
- Section 58 of the Indian Mines Act, 1952 provides: “For every mine wherein 500 or more
  persons are employed ordinarily, the owner, the agent or manager shall appoint a suitably
  qualified person as Welfare Officer”.

Non-Statutory Amenities

a. Economic Services:
   The employees often need money for purchase of bicycle, scooter, T.V., sewing
   machine, fan, etc. to raise their standard of living. The employer may advance them the
   money which could be paid back by the employees in the form of monthly installments to be
   deducted from their salaries. The employees may also be induced to build up their own funds
   for future contingencies.

a. Recreational Services:
   Management may provide, for recreational facilities. More agreeable informal
   atmosphere is promoted through the contacts and relationships built up in the recreational
   events. The management may provide for indoor games like Table Tennis in the common
   room for employees. In case of big organisations, management may also arrange for
   playgrounds for outdoor games and induce the workers to prepare teams to play matches with
   other similar teams.

b. Facilitative Services:
   These are conveniences which the employees ordinarily require such as:

1. Housing facilities:
   Some organisations construct flats for their employees and provide the same either
   free or at a nominal rent. In some cases, cash compensations are given while in other cases
   loans are advanced to the employees to enable them to construct or purchase their own
   houses or flats.
2. **Medical Facilities:**

Health is one of the foremost things for the employees and it is but natural that there may be some injuries because of accidents while working. So first-aid facilities must be provided for within the factory premises. In addition, medical scheme is generally in operation under which reimbursement of medical expenses actually incurred is allowed. The organisation may also prescribed doctors from whom the employees may get services in case of need.

3. **Washing Facilities:**

It is necessary to provide for wash basins and washing facilities to be conveniently accessible to all workers which should be clean, properly separated and screened for the use of male and female employees.

4. **Educational Facilities:**

Educational facilities may be provided by the organisation to the employees’ children by starting a school for them.

5. **Leave Travel Concession:**

Many organisations reimburse actual fares incurred by the employee in undertaking a tour alongwith his or her spouse and minor children once during a specified number of years.

**Theories of Labour Welfare:-**

(i) **Philanthropic Theory:**

This theory is based on man’s love for mankind as the word philanthropic means “loving mankind”. Man is believed to have an instinctive urge by which he strives to remove the suffering of others and promote their well-being. This drive may be a rather powerful one and may impel him to perform noble sacrifices. When some employers have compassion for their fellowmen, they may undertake labour welfare measures for the benefit of their workers. In fact, the labour welfare movement began in the early years of the Industrial Revolution with the support of such philanthropists as Robert Owen. In India, Mahatma Gandhi was one of the eminent philanthropists who strove for the welfare of labour.

(ii) **Gandhian/ Trusteeship Theory:**

According to this theory, the industrialist or employer holds the total industrial estate, properties, and profits accruing from them in trust. In other words, he uses it for himself, for the benefit of his workers, and also for the society. The employers therefore have the moral responsibility to look after the interests of their workers. There is naturally no legal binding; but since it is a moral obligation, it is supposed to be no less effective. The main emphasis
here is on the idea that employers should provide, out of the funds under their control, for the well-being of their workers. Mahatma Gandhi very strongly advocated the trusteeship theory.

(iii) **The Placating Theory:**

This theory is based on the fact that Labour groups are becoming demanding and militant, and are now more conscious of their rights and privileges than ever before. Their demand for higher wages and better facilities cannot be ignored. According to this theory, timely and periodical acts of Labour welfare can appease the workers. They are some kind of pacifiers which come with a friendly gesture. Sincerity may lack in such measures though discontent can be brought off in this manner.

(iv) **The Functional / Efficiency Theory:**

Under the functional or efficiency theory, welfare work is used as a means to secure and preserve the efficiency and productivity of Labour. It is obvious that if an employer takes good care of his workers, they will tend to become more efficient and will thereby step up productivity. But all this will depend on a healthy collaboration between union and management and their mutual concern for the growth and development of the industry. Higher production is of benefit to both management and labour. The latter will get better wages and also a higher share in the profits. This is the functional aspect of welfare having efficiency as its purpose. This theory is a reflection of contemporary support for labour welfare. It can work well if both parties have an identical aim in view, that is, higher production through welfare.

(v) **Public Relations Theory:**

This theory provides the basis for an atmosphere of goodwill between the labour and the management and also between the management and the public. Labour welfare programmes, under this theory, work as a sort of publicity and help an industrialist to build up good public relations. The measures for labour welfare may also be utilized to improve relations between management and labour. An exhibition of a labour welfare programme may help an industrialist to project to the public a good image of his company.

(vi) **The Police Theory:**

1. According to this view, employers will not leave any opportunity of exploiting the workers, if not enforced by law. They may force the Labour to work for long hours, by paying low wages, by keeping unhygienic conditions, by neglecting, safety and health measures, by ignoring the basic necessities.

2. This is based on the contention that a minimum standard of welfare is necessary for labourers. Here, the assumption is that without policing, that is, without compulsion, employers do not provide even the minimum facilities for workers.
3. Hence, the state has to intervene to provide minimum standard of welfare to the working class. The state has to take the role of policeman and compel the employers to provide welfare facilities, and punish the non-complete.

(vii) The Religious Theory:

- This is based on the concept that man is essentially “a religious animal”. Even today, many acts of man are related to religious sentiments and beliefs.
- These religious feelings sometimes prompt an employer to take up welfare activities in the expectation of future emancipation either in this life or after it.
- It is all based on Hindu concept of re-birth and on the belief system what we are today is the resultant of our deeds in the last birth and what we do now will be reflected in our next birth in the coming future.
- This is why the benevolent acts of welfare are treated either as an investment or atonement.

PRINCIPLES OF LABOUR WELFARE

There are certain fundamental principles which are associated with the concept of labour welfare. These principles are-

Principle of Social Responsibility:-

Employers have a social responsibility towards the society. Social responsibility means the obligations of the industry to pursue those policies, to take such decisions and to follow those lines of action that are desirable in terms of the objectives and values currently prevailing in the society. This principle is based on the social conception of industry and its role in the society, that is, the understanding that social responsibility of the State is manifested through industry. It is assumed that labour welfare is an expression of an industry's duty towards its employees. Industry is expected to win the co-operation of the workers, provide them security of employment, fair wage and equal opportunity for personal growth and advancement, and make welfare facilities available to them.

Principle of Democratic Values:-

This principle stated that workers may have certain unmet needs for no fault of their own, that industry has an obligation to render them help in gratifying those needs, and that workers have a right of determining the manner in which these needs can be met and of participation in the administration of the mechanism of need gratification. The underlying assumption to this approach is that the worker is a mature and rational individual who is capable of taking decisions for himself/herself.
Principle of Adequacy of Wages:-

Another important principle of labour welfare is adequacy of wages, it implies that labour welfare measures are not a substitute for wages. It will be wrong to argue that since workers are given a variety of labour welfare service, they need to be paid low wages.

Principle of Efficiency:-

This principle of labour welfare is related to the efficiency. Even those who deny any social responsibility for industry do accept that an enterprise must introduce all such labour welfare measures that promote efficiency. It has been often mentioned that workers education and training, housing, and diet are the three most important aspects of labour welfare, which always accentuate labour efficiency.

Principle of Co-responsibility:-

The next principle of labour welfare recognizes that the responsibility for labour welfare lies in both employers and workers and not on employers alone. Labour welfare measures are likely to be of little success unless mutuality of interest and responsibilities are accepted and understood by both the parties, in particular the quality of responsibility at the attitudinal and organizational level.

Principle of Totality of Welfare:-

This principle of labour welfare is that the concept of labour welfare must permeate throughout the hierarchy of an organization and accepted by all levels of functionaries in the enterprise.

Principle of Re-personalization:-

The development of the human personality is given here as the goal of industrial welfare which according to this principle should counteract the baneful effects of the industrial system. Therefore, it is necessary to implement labour welfare facilities both inside and outside the factory, that is provide intramural and extramural labour welfare facilities.

Principle of Co-ordination or Integration:-

This Principle plays an important role in the success of welfare services. Welfare is a total concept. From this angle, a coordinated approach will promote healthy development of the worker in his work, home and community. This is essential for the sake of harmony and continuity in labour welfare facilities.
LABOUR WELFARE AGENCIES IN INDIA

In India, the main agencies engaged in labour welfare include: (a) Central Government; (b) State Governments; (c) Employers; (d) Workers’ organisations; and (e) Voluntary organisations. The contributions of these agencies are discussed below:

(a) **Central government:-**

The central government has passed a number of acts for the welfare of different types of workers. It also administers the implementation of industrial and labour laws. The important acts which incorporate measures for the welfare of the workers are: factories act, Indian mines act, employment of children act, maternity benefits act, plantation labour act, etc. Under these acts, employers have to provide certain basic welfare facilities to the workers.

(b) **State government:-**

The implementation of many provisions of various labour laws rests with the state governments. The state governments run health centres, educational centres, etc. for the welfare of the workers. They also keep a vigil on the employers that they are operating the welfare schemes made obligatory by the central or state government. The state governments have been empowered to prescribe rules for the welfare of workers and appoint appropriate authorities for the enforcement of welfare provisions under various labour laws.

(c) **Employers:-**

Many employers provide voluntarily welfare facilities along with the statutory welfare facilities. These include residential lease accommodation to employees, medical and transport facilities, reading rooms, scholarships to children of workers, patronize teams of employees for hockey, football, etc. Employers can provide welfare facilities individually or collectively i.e., through their associations. Employers have to play a major role in providing welfare facilities to industrial workers.

(d) **Trade unions:-**

Trade unions are supposed to raise the welfare of workers and naturally they are expected to provide certain welfare facilities to their members. Unions can provide educational cultural another facilities to their members. Some trade unions like the rashtriya mill mazdoor sangh are doing good work in the field of labour welfare. in addition, textile labour association, ahmedabad provides certain facilities like schools, social centres, libraries, legal aid, etc. to the textile workers.

(e) **Voluntary organisation:-**

Some social-welfare and charitable organisations conduct social welfare activities which are useful to all sections of the society including industrial workers. These agencies
provide medical aid, educational facilities, scholarships, etc. However, the contribution of such organisations in labour welfare is not so significant.

Benefits of Labour Welfare:-

Some of the major benefits of Labour welfare are: (1) Improved Industrial Relations (2) Increase in the General Efficiency and Income (3) High Morale (4) Creation of Permanent Labour Force (5) Improvement in the Mental and Moral Health (6) Change in the Outlook of Employers and (7) Social Benefits.

Provision of Labour welfare activities brings an all-round development of workers. In particular, these measures bring the following benefits to the workers and to the society as well:

1) **Improved Industrial Relations:-**
   - These measures provide great satisfaction to the workers and also help in maintaining industrial peace.
   - Conflicts, chaos, unrest etc. are minimised. A feeling of oneness with the organisation is created.

2) **Increase in the General Efficiency and Income:-**
   Welfare facilities make the workers happy and contented both at home and the factory and it brings improvement in their general efficiency. Their efficiency and productivity may not be up to the mark, if they are not relieved of their domestic worries like poor housing, insanitary conditions etc. Once they are relieved of these worries, they work with full zeal and enthusiasm.

3) **High Morale:-**
   The welfare measures shall also help in securing the willing cooperation of the workers. Once satisfied they will be less tempted to destructive and anti-social activities. Thus, a high degree of employee morale is ensured.

4) **Creation of Permanent Labour Force:-**
   These facilities will provide an attraction to the workers to stay longer in the undertaking. In the absence of such facilities, the workers often leave for their villages in search of recreation etc. Efficient workers can also search for better chances and may switch over to other establishments. In order to create a permanent labour force, such facilities are essential.
5) **Improvement in the Mental and Moral Health:**

These facilities bring a drastic change in the outlook of the workers, improve their mental faculty and help them in becoming good citizens. In the absence of such facilities, they are bound to fall prey to the various social evils like drinking, gambling etc.

6) **Change in the Outlook of Employers:**

A change in the attitude and outlook of the employees and their heartfelt co-operation shall also change the outlook of the employers as well. They will become more sympathetic towards them. They will not even hesitate to share the fruits of their hard labour with the workers.

7) **Social Benefits:**

Besides the various economic advantages to the employers and employees, these measures also offer various social advantages. The increase in the efficiency of the workers ultimately leads to an increase in production, productivity and the earnings of the undertakings. The increased earnings also lead to higher wages and make the workers happier and enable them to live “a richer and fuller life”. Finally, the living standard of the society is raised.

**WELFARE MEASURES SCHEMES**

1. **Voluntary / Non – Statutory welfare Schemes:** - It includes all those activities, which employers undertake for their workers on a voluntary basis. It differs from industry to industry.

2. **Statutory Welfare schemes:** - Government enacts certain laws for the provision of labor welfare in order to enforce the minimum standards of health and safety of the workers. Employers have to observe the rules relating to the working conditions, hours of work, hygiene, safety, light, ventilation etc.

**Voluntary /Non – Statutory welfare Schemes**

1. **Welfare work by employers**
   - **Education facilities:** - A scheme of workers education was predict on all India basis by the government of India, way back in 1957 to develop strong union and leadership
   - **Medical facilities:** - Both private and public sector employers facilitate medical facilities for their workers and their families
   - **Transport facilities:** - The committee of labor welfare, 1969, recommended the provision of transport facilities to workers so that they can reach the work place punctually and comfortably.
1. **Recreational facilities**: - It is in form of music, dance, drama, games and sports, paintings, etc are usually offered to the employees to build a physical and mental relax and discipline, and creating a healthy climate for industrial peace and progress.

2. **Housing facilities**: - Recognizing the need for housing accommodation, an industrial housing scheme was introduced in 1952. Under this scheme, the central government offers loans to industrial workers for constructing houses at concessional rates.

2. **Welfare work by worker’s organization**:

- Labor welfares by the workers, organization refers to the services or programs developed by the unions for the benefit of the members.

- **Textile labor association**: Mahatma Gandhi established the textile labor association 1916 and considered it to be his laboratory to make experiments’ in the sensitive labor field through truth, non-violence and welfare activities. Among the various development activities undertaken by TLA, education and training form a major part.

- **Mill Mazdoor Union**: It has established welfare centers to provide cultural, recreation, etc to its members. It organizes music, dance, and other social get together. A library, a reading room, and facilities for indoor and outdoor games are also provided form the benefit of the workers

- **Rashtriya mill Mazdoor Sangh**: It was founded by late G.D.Ambadkar and was registered on August 26, 1941, under the trade union act 1926, in the name of Rashtriya kamgar Sangh. It changes its name to Rashtriya mil Mazdoor Sangh, September 1947.

*Its activity primarily consists of the following*

- Representation of individual grievance
- Handling of industrial disputes
- Provision of welfare amenities to its members

- **Ambedkar institute for labor studies**: - It was established in Mumbai 1976. It is registered under societies registration act, 1860. It has been set up to meet the need of Indian workers in general and the textile workers in particular, and for a better understanding of labor problems in the broader context of their aspiration as set out in the national plans

- **Mill mazadoor sabha**: - It was established in 1947 as the organization for textile workers. Some of the welfare activities are the union runs credit cooperative societies for the members belonging to small scale factories which lack facilities. It grants merit based scholarship to its member’s children studying in 8th, 9th, and 10th standard.

- **Transport and dock workers union**: - It was established in 1932, by P.D’Mello, a cleark in Bombay port trust. It has above 35000 port and dock workers has its members. Its welfare activities consist of housing, free medical treatment for family and dependents,
Schooling for children, and so on. The workers get annual financial grant for medical facilities

2. **Statutory Welfare measure**

2.1. **Factories Act, 1948**

- **Washing facilities (Sec 42)**
  
a- Adequate and suitable facilities for washing for the use of workers in the factories.
  
b- Such facilities being easily available, and being kept clean.

- **Facilities for storing and drying clothes (Sec 43)**: A suitable place for keeping clothes not damaged during working hours shall be provided in every factory. Facilities shall also be for the drying of wet clothes.

- **Facilities for sitting (Sec 44)**: For workers who are to work in a standing position, suitable arrangement for sitting shall be provided in the factories. This is to enable workers to take advantage of any opportunity for rest which may occur in the course of their work.

- **First-aid appliances (Sec 45)**: First-aid boxes or cupboards equipped with the required contents should be provided for workers in every factory. This should be readily available to them during all working hours. The number of such first aid boxes shall not be less than one for every 150 workers employed in the factory. Such first-aid box shall be kept in the charge of a responsible person who is trained in first-aid treatment and who shall be available during the working hours of the factory. In factories employing more than 500 workers, there shall be an ambulance room.

- **Canteen (Sec 46)**: In factories employing more than 250 workers, there shall be a Canteen for the use of workers.

- **Shelters, rest rooms and lunch rooms (Sec 47)**: In every factory where more than 150 workers, organization should make adequate and suitable arrangement for shelters or rest rooms and lunch rooms with provision of drinking water where the workers can take rest or eat meals brought by them.

- **Crèche facilities (Sec 48)**: In every factory, where more than 50 women workers are employed, provision shall be made for suitable and adequate room for the use of children under the age of six years of such women. Such a room shall be adequately lighted and ventilated.
Welfare officer (Sec 49):- The factories Act also provides for employment of welfare officers with given qualification. Such a provision exists in every factory employing more than 500 workers.

2.2. Plantation Act, 1951

Canteen (Sec 11):- Provision of canteen in all plantations employing 150 or more workers is a statutory (legal) obligation under section 11 of the plantations labor act.

Crèche (sec 12):- In every plantation 50 or more women workers are employed, there shall be provided and maintained by the employer suitable rooms for the use of children of such women who are the below the age of 6 years

Recreation Facilities (Sec 13):- The state government may make rules requiring every employer to make provision in his plantation for such recreational facilities for the workers and children employed therein as may be prescribed

Educational Facilities (Sec 14):- Where the children between the ages of 6 and 12 of workers employed in any plantation exceed 25 in number, the state government may make rules requiring every employer to provide educational facilities for the children in such manner and of such standard as may be prescribed

Residential Accommodation (Sec 15):- It shall be the duty of the employer to provide necessary housing accommodation, for every worker who has put in 6 months continuous service

Medical facilities:- Medical aid to workers and their families to be provided with sickness and maternity allowance

Other facilities (Sec 17):- The state government may make rules requiring that in every plantation the employer shall provide the workers with such number and type of umbrellas, blankets, rain coats etc

Welfare office (sec 18):- In every plantation, wherein 300 or more workers employed, the employer shall employee such number of welfare officers as may be prescribed

2.3. Mines Act 1952

Drinking Water (sec 19):- In ever mine shall be maintaining drinking water with marked “drinking water “in a language understood by a majority of the persons in the mine.

Conservancy (Sec 20):- There shall be provided, separately for male and females in every mine, a sufficient number of restrooms.

Medical Appliance (Sec 21):- According to mines act, first aid boxes and medical appliances on the same lines as that of the factories act.

Provision of shelters:- Rule 62 of the mines rules, 1955 laid down that in every mine where more than 50 persons are ordinarily employed, adequate and suitable shelters, workshops etc, are to be provided for taking food and rest
Provision of canteens: - Rule 64 of the mines rules, 1955 provides that in every mine wherein more than 250 persons are ordinarily employed and where the chief inspector so requires, a canteen must be provided with in the area of the mine, for the use of all persons employed.

Crèches: - The mines crèche rules 1959 provide for the maintenance of crèche in mines. Owner, agent or manager of every mine where in 50 women are employed preceding 12 months, are required to construct a crèches as planned by authority

Welfare officer: - According to the rule 72 of the mines rules, 1955. For every mine employees consists of 500 or more, the owner shall be appoint suitable, qualified as welfare officer

2.4. Motor transport act, 1961

Canteen (Sec 8):- Provision of canteen in all motor transport employing 100 or more workers is a statutory obligation under section 8 of the Motor transport act, 1961

Rest room (sec 9):- Clean ventilation, well lighted and comfortable rest rooms at every place where motor transport worker are required to halt at night.

Uniforms (Sec 10):- The employers has to provide uniforms and raincoats for drivers and conductors and there shall be paid an allowance for washing the uniforms

Medical facilities (Sec 11):- Medical facilities such as operating centers and halting stations as may be prescribed by the state government.

First – Aid Facilities (Sec 12):- There shall be maintained by the employer during all working hours a first aid box equipped with every transport vehicle

LABOR WELFARE FUND

Labor welfare refers to all the facilities provided to labor in order to improve their working conditions, provide social security, and raise their standard of living. In order to provide social security to such workers, Government has introduced Labor Welfare Fund to ensure assistance to unorganized labors

3.1 Levels of labor welfare funds
   a. Centre – wise labor welfare fund
   b. State wise labor welfare fund

a- Centre – wise labor welfare fund :-

The welfare funds are raised by government by imposing cess (tax) on manufactured beedis, feature films, export of mica, consumption of limestone and export of iron ore, manganese ore & chrome ore.

The Ministry of Labor is responsible for the administration of these funds which have been set-up under the following Acts of Parliament
- **Beedi workers welfare cess act, 1976:** This act provides for levy of cess by way of excise duty on manufactured beedis from 1 to 5 per thousand manufactured beedis. This is presently 2 per 1,000 beedis with effect from 28th June, 2000.

- **The cine workers welfare cess act, 1981:** This act provides for duty of cess, at such rate not being less than one thousand rupees and not exceeding twenty thousand rupees, on every feature film submitted to the Chairman, Central Board of Film Certification. This is 20,000 per feature film of Hindi and English and for regional films it is 10,000 per film with effect from 20th April, 2000.

- **The Iron Ore, manganese ore and chrome ore mines labor welfare cess act, 1976:** This act provides for levy and collection of cess on Iron Ore, Manganese Ore and Chrome Ore between 50p to 1, 1 to 6, and 3 to 6 respectively.

- **The limestone and mines labor welfare fund act, 1972:** This act provides for the levy and collection of cess on Limestone as a duty of excise at such rate not exceeding one rupee per metric tone of limestone. The rate of cess on Limestone is 1 with effect from 27th December, 2000.

- **Mica Mines Labor welfare fund act, 1946:** This act provides for levy and collection of cess on all mica exported as duty of Customs not exceeding 6.25% ad valorem (value). This is 4.5% ad valorem (value of the product) on export with effect from 1st November, 1990.

b. **State Wise labor welfare funds:**

- **Bombay Labor Welfare fund act:** The Bombay Labor Welfare Fund Act, 1953 passed by the Bombay Government and brought into force with effect from 24th June, 1953

*The main activities as defined in the Act are as under:*
- Community and social education centers including reading rooms and libraries;
- Games and Sports;
- Entertainment and other forms of recreations;
- Co-operate activities of a social nature;

- **Gujarat Labor welfare fund:** Under the Bombay Labor Welfare Act, Gujarat Labor Welfare Board was set-up.

*Board is caring-out following activities for welfare of workers.*
- Education centers;
- Social Activities;
- Sports;
- Tourism;
- Entertainment;
- Improving the standard of living of workers.
- **Karnataka labor welfare fund**: This Act may be called the Karnataka Labor Welfare Fund Act, 1965. It extends to the whole of the State of Karnataka. An Act to provide for the constitution of a Fund for financing and conducting activities to promote welfare of labor in the State of Karnataka.

- **Uttar Pradesh industries labor welfare and development funds**: U.P. Sugar and Power Alcohol and Labor Housing Board Constituted under Section 10 of the U.P. Sugar and Power Alcohol Industries Labor Welfare and Development Fund Act, 1950. This fund consists of three accounts:
  1. Housing account;
  2. General welfare account; and
  3. Development account. 14.98% of the fund is credited to the housing account, 1% to general welfare account, and 1% to development account.

- **Assam tea plantation employees’ welfare fund**: The Government of Assam passed the Assam Tea Plantation Employees’ Welfare Fund Act in 1959. This Act is applicable to all tea plantations including all estates registered under the Tea Act, 1953 in the State of Assam. Assam Tea Plantation Employees Welfare Fund consists of:
  a. All fines realized from the employees in the course of management of the plantation;
  b. All grants from the State and Central Government or the tea board constituted under the Tea Act, 1953;
  c. Any voluntary donations;

- **Kerala toddy workers welfare fund**: This Act may be called the Kerala Toddy Workers’ Welfare Fund’ (Amendment) Act, 2009. It shall be deemed to have come into force on the 19th day of January, 2009. The employer's contribution under sub-section (1) of Section (4) the Kerala Toddy Workers’ Welfare Fund Act, 1969 is eight per cent of the wages of the time being payable to each of the employees and the employee's contribution are equal to the contribution payable by the employer in respect of him.
PROVISIONS REGARDING LABOUR WELFARE UNDER OTHER ACTS

1. **The Plantations Labour Act, 1951:-**
   The following welfare measures are to be provided to the plantation workers:
   1. Canteens in plantations employing 150 or more workers (Sec. 11)
   2. Creches in plantations employing 50 or more women workers (Sec. 12)
   3. Recreational facilities for the workers and their children (Sec. 13)
   4. Educational facilities in the estate for the children of workers, where there are 25 workers' children between the age of 6 and 12 (Sec. 14).
   5. Housing facilities for every worker and his family residing in the plantation. The standard and specification of the accommodation, procedure for allotment and rent chargeable from workers, etc., are to be prescribed in the Rules by the state governments. (Sec. 15 and 16).
   6. The state government may make rules requiring every plantation employer to provide the workers with such number and type at umbrellas, blankets, raincoats or other like amenities for the protection of workers from rain or cold as may be prescribed (Sec. 17).
   7. Appointment of a Welfare Officer in plantation employing 300 or more workers (Sec. 18).

2. **The Mines of Act, 1952:-**
   The main obligations of the mine owners regarding health and welfare of their workers are as follows:
   1. Maintenance of creches where 50 or more women workers are employed;
   2. Provision of shelters for taking food and rest if 150 or more persons are employed;
   3. Provision of canteen in mines employing 250 or more workers;
   4. Maintenance of first-aid boxes and first-aid rooms in mines employing 150 or more workers.
   5. Provision in coal mines in GO pit head baths equipped with shower baths, (it) sanitary latrines and (Hi) lockers, separately for men and women workers.
   6. Appointment of a Welfare Officer in mines employing more than 500 or more persons to look after the matters relating to the welfare of workers.

3. **The Merchant Shipping Act, 1958:-**
   The provisions under this Act relating to welfare of workers cover the following:
   1. Crew accommodation;
   2. Supply of sufficient drinking water;
3. Supply of necessities like beddings, towels, mess utensils;
4. Supply of medicines, medical stores, and provision of surgical and medical advice, etc;
5. Maintenance of proper weights and measures on board; and grant of relief of distressed seamen abroad a ship;
6. Every foreign-going ship carrying more than the prescribed number of persons, including the crew, is required to have on board as part of her complement a qualified medical officer;
7. Appointment of a Seamen's Welfare Officer at such ports in or outside India as the government may consider necessary;
8. Establishment of hostels, clubs and canteens, libraries etc.;
9. Provision of educational facilities etc.

4. The Dock Workers (Regulation of Employment) Act, 1948:-

The Dock Workers (Safety, Health and Welfare) Scheme 1961 has been framed for all major ports and is administered by the Chief Advisor, Factories (Factory Advice Service and Labour Institutes). It is framed under the Dock Workers (Regulation of Employment) Act, 1948.

Amenities provided in the port premises include provision of: (i) urinals and latrines; (ii) drinking water; (iii) washing facilities; (iv) bathing facilities; (v) canteens; (vi) rest shelters; (vii) call stands; (viii) first-aid arrangements. Other welfare measures provided are: (a) housing; (b) schools; (c) educational facilities; (d) grant of scholarships; (e) libraries; (f) sports and recreation; (g) fair price shops; and (h) cooperative societies, etc. Cost of amenities, welfare and health measures and recreation facilities for registered workers shall be met from a separate fund called the Dock Workers' Welfare Fund which shall be maintained by the Board; Contributions to this Fund shall be made by all registered employers at such rate as may be determined by the Board. The Board shall frame rules for contributions for the maintenance and operation of the Fund. Different rates of welfare levy at different ports have been fixed.

5. The Contract Labour (Regulation and Abolition) Act, 1970:-

The contract Labour (Regulation and Abolition) Act requires first-aid boxes, with prescribed contents, to be provided at every place where contract labor is deployed. In case of violation by the contractor, it requires the principal employer to directly provide for it and the expenses can be deducted from contractor's payment.

6. The Workmen's Compensation Act, 1923:-

The Workmen's Compensation Act has dual objectives of reducing workplace accident and providing relief to those who are victims of accidents. Those affected receive compensation from the employer in proportion to the injury. In case of death of an employee due to injury, the dependents of the worker will receive compensation. In case the accident
happens to a contract worker, then too, the principal employer is liable to pay the compensation. To administer the legislation, the government has to appoint commissioners (Section 20) with powers to determine the amount of compensation and settle differences.

LABOUR WELFARE OFFICER

The importance of Labour officers in Indian industries was emphasized in 1931 when the Royal Commission on Labour recommended the appointment of labour officers in order to protect the workers from the evils of jobbery and indebtedness, to act generally as a spokesman of Labour and to promote amicable settlement between the workers and the management. The Commission observed, "We advocate for all factories the exclusion of the jobber from the engagement and dismissal of Labour. This can best be achieved by the employment of a Labour Officer, and this is the course we recommend wherever the scale of factory permits it. He should be subordinate to no one except the general manager of the factory, and should be carefully selected....Integrity, personality, are the main qualities required. No employee should be engaged except by the Labour Officer personally, in consultation with departmental head and none should be dismissed without his consent, except by manager after hearing what the Labour Officer has to say. It should be the business of Labour Officer to ensure that no employee is discharged without adequate cause; if he is of right type, the workers will rapidly learn to place confidence in him and to regard him as their friend. There are many other duties which such an officer can fulfill particularly in respect of welfare...."

Legislative provision for the appointment of Welfare Officers in factories was made in 1948. Section 49 of the Factories Act provides, "In every factory wherein 500 or more workers are ordinarily employed, the occupier shall employ in the factory such number of welfare officers as may be prescribed. The State is authorized to prescribe the duties, qualifications and conditions of service of such officers." This meant that in a factory wherein 500 or more workers are ordinarily employed, at least one Welfare Officer must be appointed. The Assistant and/or Additional Welfare Officer may also be appointed to assist the Labour Welfare Officer in the discharge of his duties.

Further, provisions have also been made in other acts also for the appointment of welfare officers. For example, Sec. 18 of the Plantation Labour Act, 1951 requires: "In every plantation wherein 300 or more workers are ordinarily employed, the employer shall employ such number of Welfare Officers as may be prescribed. The State Government may prescribe duties, qualifications and conditions of service of officers employed."

Section 58 of the Indian Mines Act, 1952 provides: "For every mine wherein 500 or more persons are employed ordinarily, the owner, the agent or manager shall appoint a suitably qualified person as Welfare Officer."