

Labour Welfare

- Concept
- Objectives
- Scopes

Ajit Singh MSW Prog CCS University Meerut

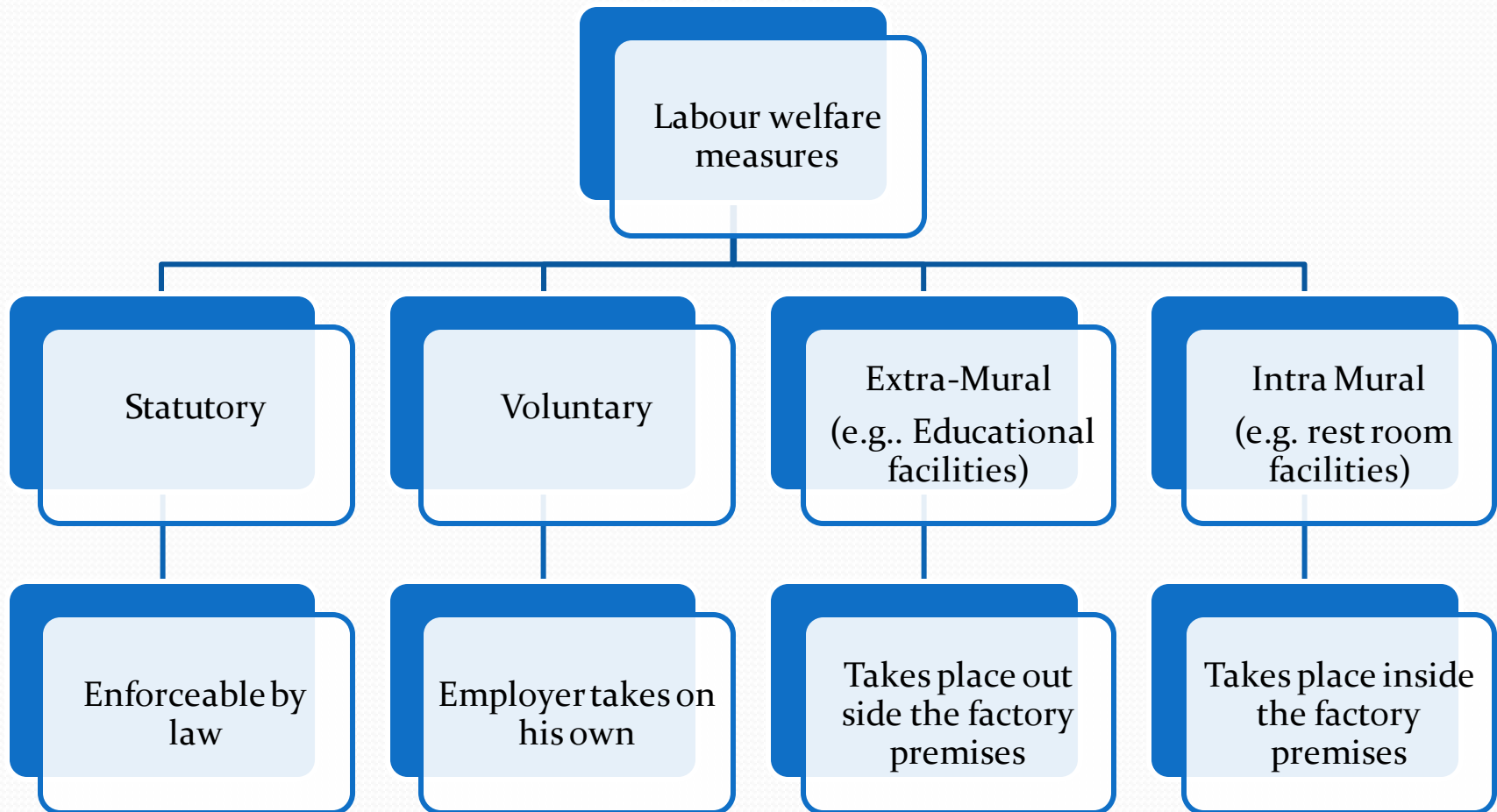
INTRODUCTION

- *Labour welfare is an important dimension of industrial relations which includes overall welfare facilities designed to take care of well being of employee's and in order to increase their standard of living.*
- *It means the adoption of measures to promote the physical, social, psychological and general well being of the working people.*

DEFINITIONS

- According to **Proud** it refers to “the efforts on the part of the employers to improve the conditions of employment in their own factories”
- **Prof. Richardson** includes under it “any arrangement of working conditions which contribute to the workers health and safety, comfort, efficiency, economic security, education and recreation”.

CLASSIFICATION



CONCEPTS

Commodity Concept:

- *Wages were higher when the supply of labour is scarce in relation to the demand for labour and wages were low when supply was substantially in excess of the demand for it.*
- *This gave rise to the idea that labour, affected by the law of supply and demand, was like a commodity, the price of which was determined by the supply and the demand for it.*

Machinery Concept:

- *The commodity conception overlooked the fact that the employer bought and sold, not the actual labour, but the products the labour produced. He determined the value of labour by the value of the goods and profit.*
- *The employers thus started to regard their employees largely as machines capable of a certain amount of out-put.*
- *Just as we try to purchase machinery and plant with the lowest direct outlay, so we can hire labour as cheaply as possible and just as we try to keep plant and equipment operating economically as long as possible and junk them for better when necessary, so we can use and discard human labour.*

Charity Concept:

- *According to this, it was the duty of those who were in fortunate positions to assist those who are in need. Charity was given for salvation of the donor or out of human sentiments and with pity towards the distressed.*
- *Thus labour welfare was mainly based on human and religious motive and social workers were conceived as kind hearted persons who devoted their efforts to the care and protection of the needy and the distressed people of the society.*

Natural Resource Concept:

- *Some statesmen began to conceive of labour as natural resources, which the state should protect. Out of this conception came child labour laws, restrictions of hours Of women workers, workmen's compensation and Health and Safety Legislation.*

Democratic Concept:

- *It is also known as citizenship concept. The workers are considered as citizens of the industry in which they are employed and entitled to a right to have a voice in determining the rules and regulations under which they work. The result of this realization was industrial democracy with its shop committee, industrial councils, employee representation plans and so on.*

Partnership Concept:

- *The partnership relationships imply mutual responsibilities as well as the sharing of the fruits of the joint endeavours. The earliest efforts to translate this idea into action were the fostering of stock-ownership plans. Recently, profit sharing has come into prominence. Some argue that the partnership concept is fallacious as there can be no mutuality of interest between owner who are seeking large profits and workers who desire high wages that the two interests are incompatible and cannot be reconciled.*

Social Welfare Concept:

- *In the past, social welfare was mainly based on humanitarian and religious motives. This concept, in course of time, became inadequate and unsatisfactory to meet the needs of modern societies.*
- *The modern concept of social welfare is based on the recognition of the rights and worth of the individuals. In short, social welfare is conceived with a broad range of activities and programmes directed to human well-being or to alleviate social malfunctioning.*


Labour welfare leads to



OBJECTIVES

The objectives of Labour Welfare are

- *To increase efficiency and productivity among workers*
- *To improve moral & loyalty*
- *To build up stable labour force and to lower turnover & absenteeism*
- *To earn goodwill and enhance public image*
- *To reduce the influence of union*
- *To attract efficient employees*
- *To reduce the threat of further government intervention.*

- 
- *High standards of work, apart from other labour legislations.*
 - *Improvement in Quality of work life (QWL)*
 - *Improve the Industrial system, and conditions of work.*
 - *Enhance sense of belonging, responsibility and dignity among the employees.*
 - *Improvement and Development of employees.*

PRINCIPLES

- *Carried At all levels in the organisation.*
- *Proper Co-ordination and Co-operation.*
- *Is handled by the Administration.*
- *Periodical check, Quality control.*
- *Believes in Mental, physical, emotional and moral wellbeing of the employees.*
- *Welfare of not only employees but his family.*
- *Respects values, beliefs and tradition*
- *The cost of the welfare service should be calculable and it's financing established on a sound basis*
- *The welfare service should satisfy real needs of the worker.*

SCOPE

- *Labour welfare generally covers these main aspects:*
- *Working Environment*
- *Health facilities*
- *General welfare programs*
- *Economic welfare programs*
- *Labour welfare programs*

Working Environment

- *Favourable working environment enhances efficiency of workers and should include:*
- *Proper ventilation, lighting, temperature, cleanliness, seating arrangements etc.*
- *Proper safety measures for workers should be there.*
- *Sufficient urinals, lavatories and bathing facilities should be provided and cleaned regularly.*
- *Proper gardening and cleanliness of open spaces.*
- *Pure drinking water should be provided.*
- *Subsidized canteen services should be provided*

Health facilities

- *Health center should be provided within factory.*
- *Ambulance service should be provided within factory in case of any emergency.*
- *Free medical checkup of workers and health and diet counseling of workers.*
- *Availability of Doctor inside the factory for emergency.*
- *Women and child welfare work.*
- *Recreation facilities inside the organisation*
- *Education and library services*

General welfare programs

- *Housing facilities for workers*
- *Family case work and counseling*

Economic welfare programs

- *Subsidized consumer goods including grains, vegetables, milk, oil and other daily requirements.*
- *Banking services and credit facilities.*
- *Health insurance schemes*
- *Bonus and profit sharing schemes.*
- *Transportation services in factory*



Labour welfare programs

- *Factory council and labour arbitration council.*
- *Social welfare departments*

Propogation

The rapid growth of welfare programme can be traced to such sources as:

- *A changed employee attitude*
- *Labour employer demands*
- *Statutory requirements*
- *Competition that forces other employers to match benefits to attract and keep Labour.*
- *High company income tax rates have also stimulated the offering of services.*



Thank You