A STUDY ON PERFORMANCE OF LABOUR WELFARE MEASURES OF INDIAN INDUSTRIES: AN OVERVIEW

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ABSTRACT

The concept of ‘labour welfare’ is dynamic. It bears a different interpretation from country to country and from time to time. Different factors like value system, social institutions, degree of industrialization and the general level of social and economic development obtaining in a country at a particular time determine the contents of labour welfare. But broadly speaking, labour welfare should meet the necessary requirements of labour. Labour welfare measures enable workers to live a richer and a more satisfactory life and it contribute to the productivity of labour and efficiency of the enterprise. It also enhance the standard of living of workers by indirectly reducing the burden on their purse. It also promote harmony with similar Service obtaining in the neighbourhood community where the enterprise is situated. It is based on an intelligent prediction of the future needs of industrial workers, and be so designed as to offer a cushion to absorb the shock of industrialization and Urbanization to workers. Labour welfare measures are grossly inadequate in India when compare to international standards. From descriptions of under obtains in the countries of Europe, U.S.A., and Australia, the disparity seems to be too wide.

Keywords: Labour welfare, Indian Industries, Community.

INTRODUCTION

The Concept of ‘labour welfare’ is dynamic. It bears a different interpretation from country to Country and from time to time. Different factors like value system, social institutions, degree of industrialization and general level at social and economic development obtaining in a country at a particular time determine the contents of labour-welfare.

An efficient, skilled, cheerful and contented employee will be an asset to any organisation if he is happy, he will concentrate on his work and better results can be achieved. An employee will be happy only when his needs are fulfilled. Labour is a crucial factor, which is very difficult to manage. The progress of a nation and in particular industrial growth purely depends upon a contented labour force. The Schemes of labour – welfare may be regarded as a “wise investment” which should and usually does bring a profitable returns in the form of greater efficiency.
OBJECTIVES
The following are the objectives of the study.
1. To Find out the labour-welfare measures adopted by various industries in India.
2. To analyse the statutory and Non-statutory measures of Industrial labour.
3. To study the effectiveness of these measures in morale building and in enhancing the productivity of the Organization.
4. To assess the social security measures at Industrial labours.

METHODOLOGY
The present study is based on secondary data. The sources of secondary data are Economic and Political weekly magazine. The Economic Times, Economic Review. Books on Economic Development, Indian Economy and Economic growth.

Importance and aims of labour Welfare
The study of Labour welfare is an important in the following ways.
1. It enables workers to live a richer and a more satisfactory life.
2. It contributes to the productivity of labour and efficiency of the enterprise.
3. It enhances the standard of living of workers by indirectly reducing the burden on their purse.
4. It is tuning the harmony with similar service obtaining in the neighbourhood community where the enterprise is situated.
5. It is administratively viable and essentially development in outlook.

Classification of Welfare
Labour welfare includes various activities relating to the different aspects of working classes. They are statutory and non-statutory.

Statutory Measures
Statutory welfare measures refers to those provisions which are derived from the coercive power of the govt. statutory welfare amenities is provided with irrespective size of establishment. Every welfare state promotes the welfare of the people by securing and protecting a social by securing and protecting a social order in which justice social economic and political confines with are the institution of natural life. Statutory welfare measures such as canteen facility, provident fund, employees pension scheme, safety award, accident insurance scheme, Medical centre and ambulance etc are provided by industries to the labours.

Non-Statutory
Non-statutory welfare refers to those activities which are undertaken by employers for their workers without any statutory requirements. The following non-Statutory measures are

Labour welfare measures of Industries

The following measures should be given to the industrial labourers.

1. Workmen’s compensation Act

The workmen’s compensation Act, 1923, followed the British model with changes to suit Indian conditions. The Act applies to workmen employed on monthly wages not exceeding Rs. 1000/-. Under this Act, an employer is liable to pay compensation to a workman for injury caused to him by accident and Occupational disease contracted by him.

2. Maternity Benefit

The maternity Benefit Act has been of great value to factory women workers in securing adequate rest and financial assistance.

3. Employees state insurance scheme

The employee’s state insurance scheme followed the enactment of the employees state insurance Act, 1948. The Act was designed to provide cash benefit in case of sickness maternity and employment injury, payment in the form at pension to the dependents of workers who died at employment injury and medical benefit to workers.

4. Provident Fund Schemes

Originally, the Employees provident Fund Act was passed in 1952. The Act was amended in 1976 and renamed as the Employees provident fund and Miscellaneous provisions Act, 1952. The Act covers both Factory establishments and non-factory establishments such as plantations mines and commercial establishments employing 10 or more persons.

5. Employee’s pension Scheme

The Scheme came into operation from November 16, 1997. Under the scheme the employees have an option to accept the admissible pension or reduced pension with return at capital.

6. Contributory pension scheme, 2004

It is open to both organized and unorganized sectors. An Individual will be able to open two accounts. One being the normal pension Tier – I account which bars withdrawals and the other Tier – II akin to mutual fund withdrawals would be permitites.

7. Other welfare Measures

(a) Educational Facilities
The Industries such as small scale, Medium Scale and large scale industries provides Educational Facilities such as Schooling, Colleges Engineering, Technologies etc to the children of employees who are working in the industries.

(b) Canteen Facilities

The industries should establish canteen inside the industrial premises in order to provides the essential eatable items such as Tea, coffee, snacks, Meals etc to staff and workers in the Industries.

(c) Medical Facilities

In India, All the industries provides Medical Facilities to its labourers in a comfortable way. It is useful to majority of staff and workers in the industries. It gives confident and social security to the workers it induce the workers to take additional effort to develop the plant.

(d) Ambulance Facilities

Most of the industries provide ambulance Facilities to the workers. It is very essential to the workers who are working in hazardous industries such as crackers, match box, Automic power etc.

(e) Housing Facilities

Today, housing facilities play an important role among the industrial workers of all the industries. Both private and public sectors enterprises provides housing properly to the welfare of workers.

(f) Safety Measures

Every company provide Safety measures or instruments to its workers in proper manner. These measures are essential to all the workers in doing the works in well confident manner.

(g) Transport Facilities

Industries arrange Transport Facilities to its employees. Transport is important to any tyoe of workers to come and go from living places to Industrial premises that is why, most of the industries have their own transport for the labourers at cheaper cost.

(h) Recreational Facilities

Recreational Facilities such as welfare clubs, play ground, swimming pool, park, and other entertainment fields are necessary for the staff and workers in the industries. Most of the Industries arrange these facilities to the workers.

**MAJOR FINDINGS**

Labour welfare schemes have made much head way during the last five decades with the advance of industrialization and the growth of labour as a harmonious group.

1. Statutory welfare amenities have not been properly and adequately provided except in units managed by progressive employers or in the modern units where the technology of
production requires maintenance of adequate welfare standards in several cases, particularly in medium and small sized units the standards are distinctly poor.

2. Worker Organisations have been invariably critical of the manner in which the legislation has been implemented by employers and supervised by the inspectorate.

3. Inspection machinery suffers from Inadequate of powers and the necessary means to secure compliance from the employers.

4. Penal provisions in different Acts are not deterrent enough to prevent employers from continued violation of law.

5. Labour welfare measures are grossly inadequate when compared to International standards. From descriptions of what obtains in the countries of Europe, USA, and Australia the disparity seems to be too wide

**RECOMMENDATIONS**

1. Enlargement and improvement of promotional programmes for employment generation, drought relief, primary health care, medical, ante–natal and maternity Facilities, rehabilitation for the handicapped, child nutrition, and support for the rehabilitation of widows and orphans in poverty.

2. Revising Minimum wage Act in all the Industrial sectors according to the Inflationary trend in the economy.

3. Reform and streamlining of legislated social security for industrial workers in the Organised sector.

4. Creation and maintenance of a nation wide pension scheme for retired employees of Industrial sector.

5. Setting up a grievance redressal committee for Organisations employing 20 or more persons.

6. Strengthening of Trade Union and it is atleast 66 percent membership to be single negotiating agent.

7. Creation of a high-power National Social Security Authority, preferably under the prime minister’s chairmanship.

**CONCLUSION**

It would be Observed from the above discussion that the labour-welfare measures in the industrial sectors are not yet developed and implemented. They are the crucial for any industrial organisation to enhance its productivity in the global world, No labour, No production is the slogan of Industrial sectors.
REFERENCES


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