

Labour Welfare Measures and Its significance in Industry: A Review

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Abstract:

The emergence of social problems is a direct result of industrialization occurring within a capitalist system, making it necessary to implement a welfare plan. Several social welfare facilities have been made accessible to workers in various industrial units as a reaction to these societal challenges. These conveniences are meant to aid the staff in their fight against the problems. The labour welfare centre aids in recruiting and retaining reliable representatives. Professionals who are driven to provide benefit measures are rarely dissatisfied with the high standards of cleanliness and hygiene at most welfare facilities. In addition to ensuring workers' safety and advancement, labour welfare also ensures their happiness and satisfaction in their jobs. The importance of these sorts of social measures in the context of industrial employment is becoming increasingly recognized and appreciated, not just in developed but also developing countries. Ultimately, a company's levels of productivity, goodwill, and quality standard are determined by its human resources. The data used in this study came from previously published sources such as scholarly articles, government reports, popular periodicals, etc. This research examines the importance of worker welfare and the steps that may be taken to ensure it.

Keywords: *Labour, Welfare, Industry, Measures*

Introduction:

Industrial relations must prioritise the welfare of employees. In this way, both the employee and the company may rest assured that they will be fairly compensated for their efforts. The quest for better worker rights and benefits has received a boost from the advent of industrialization, automation, and computerization. The workforce is struggling to keep up with the demands of modern living despite the meagre resources available to them. Better mental and physical stimulation for the staff is required. It's not cheap to provide workers with welfare, even if that's what it takes to boost productivity. The importance that an organization places on providing its employees with various forms of welfare varies widely. Worker well-being has an immediate and direct bearing on the country's economic and social development. Extra measures must be made to ensure the health and safety of employees, and they must be given with both legally required and optional benefits. This must be done. Worker morale and retention are boosted by the company's generous welfare provisions. Most of the welfare services that are meant to solve issues of sanitation are not provided. Providing welfare benefits to workers has been shown to increase their discontent with their jobs. Employee satisfaction is ensured, leading to increased output.

Staff happiness may play a part in lowering the rates of alcoholism, compulsive gambling, drug abuse, and similar social evils. Because of their anger and irritation, the workers are at risk of being victimised. Including welfare measures and programmes in personnel and human resources management will go a long way toward ensuring the achievement of the organization's goals because it will encourage employees to have a positive outlook, feel secure in their roles, and be committed to the success of the business. This will ultimately result in more output from the company as a whole. This group is responsible for developing and institutionalising welfare policies in collaboration with regulatory groups like labour unions. The relevant government agencies emphasise the importance of implementing basic amenities in any business; this will ensure that the bare minimum is met for an employee to carry out their jobs and execute their functions to the extent that they are satisfied with their employment.

What is Labour Welfare

The detrimental effects of the capitalist, large-scale industrial system of production on workers' private and social lives are one reason why labour welfare activity has been developed. On the bright side, it focuses on ensuring that both the worker and his loved ones have access to possibilities that will allow them to thrive in the broadest sense. This individual goal is insufficient. Labour welfare is essentially in the interest of the larger community because each person's health, happiness, and productivity contribute to the well-being of the whole. Therefore, occupational well-being is an essential part of social security. That's what it means when we talk about "adjusting the worker's employment and family life to the community and social life around him."

Need for Labour Welfare

Numerous negative effects on the worker's life are caused by the existing industrial production system, which also actively limits the worker's ability to participate in society as he should. Indeed, it does not take many reasons to establish that our labourer is underpaid, malnourished,

works long hours under stressful and dangerous conditions, lives in dark and dirty quarters, and leads a sedentary and unhealthy existence devoid of education and fun. Nothing in his life brings him joy or beauty, and that includes neither wealth nor fame. The situation is even worse when we consider that many of our industrial workers come from low-income rural backgrounds and have not yet adjusted to life in the city. Although they enter with hope, they depart with gloom. When their excitement for life dwindles, they develop new insecurities. They have a little amount of time on earth, and they spend it in a rocky boat, braving a storm that never seems to finish. Safety and Welfare is the main concern of the employees in the textile industry. Its focus is on employee safety and it can provide for higher morale and productivity in the workplace. This is due to the perception that the industry truly cares about the health and well-being of its employees, thus creating a sense of pride for the industry. Increased productivity as it correlates to safety and morale is a difficult metric to measure, but forward-thinking organizations realize that it does exist and can therefore justify the costs of their safety programs as compared to the productivity benefits that they provide.

Labour Welfare in India:

Workers' rights in India have just recently been recognized. It still lacks a clear strategy and hasn't defined its mission and activities. At the dawn of industrialization, farms and docks provided no luxuries for their employees. Because the capitalists were preoccupied with such matters as the purchase of raw resources, the capture of markets, the fight against the foreign and domestic competition, and the negotiation with a hostile government, workers' welfare and interests were often neglected. Work was characterised by long hours, low pay, unclean living and working environments, and a lack of conveniences. Labour investigations and the passing of Factory Acts, Mine Acts, etc., to limit working conditions and wages, were responses to these intolerable situations. The original intent and coverage of these Acts have been greatly widened by subsequent amendments. Workers' rights are codified and protected by recent legislation such as the "Workmen's Compensation Act," "Maternity Benefits Act," "Payment of Wages Act," etc. Although these Acts have helped alleviate some of the employees' hardships, they only offer the most fundamental protections and benefits. In the United States, the law governing employment is characterised by formalistic assumptions and a focus on contracts. Sometimes businesses take advantage of the legal loopholes that exist. They don't have sufficient mechanisms for condition monitoring and enforcement. Currently, India's labour laws only address narrow topics, but this needs to change.

Review of literature

According to "A Study on Employees Welfare Measures and Their Impact under the Guidance of," (Asha, 2019) workplace safety is regarded as one of the most important indicators of a company's performance. Improvements in organisational behaviour can be attributed to the evolution of the modern workforce and the state of the economy. Globalization, technological advancements, and changes in work all contribute to the current trend toward a greater focus on worker safety and well-being. Companies have instituted uniform policies and practices to promote the growth of their employees in all aspects of their lives at work.

According to "A study on employee welfare measures with special reference to the preambular district" (**Aarthi, Narmatha, 2019**), the term "employee welfare" is used to describe any initiative taken to improve the personal, intellectual, or social well-being of workers beyond their salary and which is not mandated by the industry. The organisation provides its employees with several perks to keep them enthusiastic about working there. This study aimed to examine the relationship between workers' outlooks on their occupations and their overall happiness. The purpose of welfare is to provide citizens with a floor of security and support in their daily lives.

Research into "An Empirical Study on Labour Welfare Measures" (**Patel, 2019**) confirmed the close relationship between education and economic growth. As education evolves and students have more options, there is a pressing need for teachers to continue their professional development. There has been a rise in the importance of e-learning in many fields as a result of the accessibility of several online courses. According to the National Students Clearinghouse Research Centre, the number of platforms produced by different universities increased by 23% in 2012–13. (NSCRC). According to the well-known online learning platform Udemy, more than 8.5 million people use the site to learn about business, while another 10 million students utilise the site for academic purposes.

For centuries, work was disregarded as an integral aspect of society (**Buveneswari, 2017**). This was the case even though "A Study on Labour Welfare Measures in Select Sugar Mills in Tamil Nadu - An Overview" was conducted. Philanthropists in India simply advocated a humane strategy for bettering the conditions of the country's unorganised labour force. When people in rural India began leaving their villages in droves to find work in the cities and industrial belts, it had a profound social and economic impact on thousands of people.

Examining the effect of pay management and welfare measures on job satisfaction among BSNL workers in three different SSAs, the SEM method approach was employed in this study (**Gopinath, 2016**). (Secondary Switching Areas). The goal of this study is to determine if there is a correlation between job satisfaction and the Compensation Management and Welfare Measure (JDI) Scale among BSNL employees. The JDI rating scale considered elements such as how satisfied an individual was with their employment, their boss, their salary, their advancement opportunities, and their relationships with coworkers.

According to "An Overview of Labour Welfare Measures in Andhra Pradesh State Road Transport Corporation" (**Naresh, 2016**), workers' well-being encompasses workers' willingness to go above and beyond the pay, they are given for them, both intellectually and socially, even if doing so would not be necessary for the industry. Employee wellness initiatives not only assist keep workers healthy and productive, but they also keep workers engaged and motivated.

The findings of the study "Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction: An Empirical Study" (**Chaubey & Rawat, 2016**) provide useful information for managers interested in learning more about the impact of labour welfare programmes on employee job satisfaction. It's a wager on the continued success and expansion of the business. According to research conducted by **Parwez (2016)** titled "Labor and Labour Welfare in Special Economic Zones in India with Special Reference to Gujarat," labour regulation is, at

best, extremely weak, limiting the scope of welfare indicators. Therefore, we need to examine labour law reforms from a viewpoint that is less concerned with de jure legislation and more concerned with the judicial and executive application of the law. Labour standards are supposed to be in place in SEZs, but data from Gujarat suggests that this is not the case. This study is all-encompassing since it is grounded in both theoretical and practical investigation.

International trade, suppliers of raw materials, and markets for the products that come from globalisation form a complex web, as was discovered by the study "Labour Welfare Measures in India in Response to Globalization Sharmistha" (**Bhattacharjee 2015**). Even in today's complex and cutthroat global business environment, successful companies are emerging. Thus, people from other countries are getting increasingly entwined with each other's economic, political, and cultural pursuits. As the global labour market shifts as a result of globalisation, benefits for workers are considered a long-term investment that saves money and provides employers with a reliable workforce.

According to "An Overview of Labour Welfare Measures in India in Response to Globalization" (**Bhattacharjee, 2015**), globalisation has resulted in a complex network of international trade, raw material suppliers, and end markets. Even in today's complex and fiercely competitive global market, many successful businesses have emerged. Individuals' participation in the economic, political, and cultural life of other countries is thus becoming more linked. As the global labour market shifts as a result of globalisation, benefits for workers are considered a long-term investment that saves money and provides employers with a reliable workforce.

According to "A Study on Labour Welfare and Its Impact on Employees' Job Satisfaction in Garment Industries, Tirupur" (**Jaishree, 2015**), "labour welfare" refers to measures taken to enhance the health and happiness of workers in the workplace. The extra components of industrial relations, such as labour welfare, are crucial to the well-being of employees, giving them a sense of fulfilment, that even high pay cannot supply.

According to research conducted by **Chhabra Shrestha, Kushwaha Vivek S, and Chaudhary Vipin (2015)** titled "Study of Statutory Labour Welfare Benefits with Special Reference to Pharmaceutical Companies," it was discovered that welfare activities are planned to boost output and productivity to stimulate economic growth. Instead of seeing legal coercion (used to preserve humane working conditions) as the only way to protect workers' welfare, we should view it as a reward for the hard work and dedication of both employees and their employers. Welfare is advantageous for workers and employers alike. The International Labor Organization, the Constitution of India, and several pieces of labour legislation, such as the Factories Act of 1948, all have the same overarching goal: to create safer, healthier, and more pleasant workplaces for workers. Workers are entitled to several protections and benefits under the Factories Act.

Hassan's 2014 research on "Employee welfare programmes: Panacea towards enhancing worker productivity in the service sector in Nigeria" uncovered this and other similar results. This research suggests that worker protection initiatives could increase output in the service

industry. Workers are more productive when they have access to welfare services and programmes, according to this research. Employing these techniques can help with recruitment, retention, and employee satisfaction, lowering manufacturing costs per unit, boosting morale, bolstering safety precautions, and smoothing over managerial authoritarianism. In addition, the paper suggests ways to improve the administration of the employee benefits programme in light of the issues that have been identified.

According to research ("The Global Decline of the Labour Share") by **Neiman and Karabarounis (2013)**. Models of the economy as a whole rely primarily on the steady growth of workers' wages. However, our research demonstrates that during the 1980s, the labour share across the globe declined significantly, with the majority of countries and industries experiencing this trend. The relative decline in the cost of investment products, which is generally attributed to advancements in information technology, allowed businesses to shift their focus from labour to capital. About half of the shift in factor shares can be attributed to the decreased price of investment products, while the other half can be attributed to other variables such as increased profits, capital-enhancing technological development, and changes in the skill mix of the labour force. We analyse the effects of this hypothesis on the whole economy and its citizens. According to "A Study on Employee Health, Safety, and Welfare Measures of Chemical Industry in The View of Salem Region" (**Logasakthi and Rajagopal, 2013**), investing in employee health, safety, and welfare is one of the most effective ways to increase output in the workplace. Employer welfare programmes have a positive impact on employees' health, physical and mental efficiency, attention, morale, and overall productivity. Worker welfare encompasses a wide range of services and amenities, including but not limited to the provision of adequate canteens, accommodation, recreational facilities, medical services, and transportation to and from work. The goal of this research is to learn more about workers' experiences in the chemical industry, from the quality of their working conditions to the extent to which they are satisfied with the industry's welfare measures. The information was collected promptly. To properly fill out the questionnaire, in-person interviews were required. The data were analysed using standard statistical procedures such as percentages, one-way ANOVA, and the Chi-square test. Multiple graphs and diagrams were drawn out to help make sense of the data.

Objective

1. To know the importance of labour welfare in industries.
2. To study the labour welfare practices adopted by industrial houses.

Features of Labour Welfare Measures

1. Labour welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
2. Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining
3. Labour welfare schemes are flexible and ever-changing. New welfare measures are added to the existing ones from time to time.

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

5. The purpose of labour welfare is to bring about the development of the whole personality of the workers to make a better workforce.

Important Benefits of Welfare Measures

They provide better physical and mental health to workers and thus promote a healthy work environment. Facilities like housing schemes, medical benefits, and education and recreation facilities for workers' families help in raising their standards of living. This makes workers' pay more attention towards work and thus increases their productivity. Employers get a stable labour force by providing welfare facilities. Workers take an active interest in their jobs and work with a feeling of involvement and participation. Employee welfare measures increase the productivity of the organization and promote healthy industrial relations thereby maintaining industrial peace.

Statutory Welfare Schemes

The statutory welfare schemes include the following provisions:

Drinking Water: At all working places safe hygienic drinking water should be provided.

Facilities for sitting: In every organization, especially factories, suitable seating arrangements are to be provided.

First aid appliances: First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.

Latrines and Urinals: A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.

Canteen facilities: Cafeterias or canteens are to be provided by the employer to provide hygienic and nutritious food to the employees.

Spittoons: In every workplace, such as warehouses, store places, the dock area and office premises spittoons are to be provided in convenient places and the same are to be maintained in a hygienic condition.

Lighting: Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.

Washing places: Adequate washing places such as bathrooms, and wash basins with tap and tap on the standpipe are provided in the port area in the vicinity of the workplaces.

Changing rooms: Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.

Restrooms: Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc

Labour Welfare Measure

Human resource management is influenced by employee attitudes, which influence organisational behaviour. The science of organisational behaviour and the practice of human resource management are particularly interested in attitudes related to work satisfaction and organizational commitment. Job satisfaction is concerned with employees' feelings about their

occupations, while organizational commitment is concerned with their feelings about the company as a whole.

Significance:

Labour's centrality and significance as a component in boosting industrial development are well acknowledged. A pleased and contented workforce is the foundation for every organization's growth, and prudent management seeks it out. Only a real and friendly connection between the boss and the workers can bring about industrial peace and harmony. As a result, the employer must deploy labour welfare plans as a means of satisfying and bringing workers closer together.

Human Resource Management relies heavily on labour welfare measures. Labour Welfare Measures are critical in ensuring a healthy employer-employee relationship. Due to the changing economic reality and the expanding social obligations of the business, the previous notions of Labour Welfare Measures have radically altered. Technology advancements, such as the creation of supercomputers and complex equipment, have transformed the industrial sector. Congenial and friendly employer-employee connections are critical to an organization's effective operation.

The social obligation of businesses would be deemed labour welfare. Management accepts this social obligation in the assumption that promoting labour welfare would enhance productivity, making it easier for them to become the largest group of organized voters, and help them battle or win over trade unions, and so on. The adoption of measures to enhance the physical, social, "psychological, and general well-being of the working population is referred to as Labour Welfare" in a wide sense. Any organization's welfare effort intends or should strive to improve the working and living circumstances of its employees and their families.

Safety of Employees

- Fencing of machinery-All dangerous and moving parts of machinery shall be securely fenced. Screws, bolts and teeth shall be completely encased to prevent danger. Work on or near machinery in motion-Lubrication or other adjusting operations on moving machinery shall be done only by a specially trained adult male worker.
- Employment of young people on dangerous machines-No young person shall be allowed to work on any dangerous machine (so prescribed by the state government) unless he is sufficiently trained or is working under the supervision of a knowledgeable person. Device for cutting off power-Suitable device for cutting off power in emergencies shall be provided.
- Hoists and lifts-These shall be made of good material and strength, thoroughly examined at least once every six months and suitably protected to prevent any person or thing from being trapped.

Welfare of Employees

- There shall be separate and adequately screened washing facilities for the use of male and female employees.
- There shall be suitable places provided for clothing not worn during working hours and for the drying of wet clothing.

- There shall be a suitable arrangement for all workers to sit for taking rest if they are obliged to work in a standing position.
- There shall be provided with the required number of first-aid boxes or cupboards (at the rate of one for every 150 workers) equipped with the prescribed contents readily available during the working hours of the factory.
- The State Government may make rules requiring that in any specified factory employing more than 250 employees a canteen shall be provided and maintained by the occupier for the use of the employee.
- There shall be provided sufficiently lighted and ventilated lunch room if the number of employees ordinarily employed is more than 150.

Principles of employee welfare service

Following is generally given the principles to be followed in setting up an employee welfare service:

- The service should satisfy the real needs of the workers. This means that the manager must first determine what the employee's real needs are with the active participation of workers.
- The service should be handled by a cafeteria approach. Due to the difference in Sex, age, marital status, number of children, type of job and the income level of employees, there are large differences in their choice of a particular benefit. This is known as the cafeteria approach. Such an approach individualizes the benefits system though it may be difficult to operate and administer.
- The employer should not assume a benevolent posture.
- The cost of the service should be calculated and its financing established on a sound basis.
- There should be a periodical assessment or evaluation of the service and necessary time based on feedback.

Conclusion:

When compared to other species, humans stand out because they are the only ones who benefit from social security and worker protections and who need education, training, motivation, and career planning. Employees are a very ephemeral resource who require stable welfare policies to ensure their sustained growth and productivity. Because it's responsible for so many new jobs, India's service sector is a key economic driver that needs urgent attention from the country's social reformers. The availability of these amenities plays a role in retaining and motivating employees. Employees are encouraged to do their part in keeping the workplace clean through the availability of welfare amenities like bathrooms. That's a surefire way to make your staff pleased, which in turn will boost their output. When it comes to the success of a business, health and safety procedures cannot be overlooked. To keep a healthy body and mind in the workforce, actions to improve workers' well-being are strongly recommended. Insight into the organization's current efforts to provide for employees' well-being can be gained through an examination of alternative approaches. This research has highlighted some of the gaps and flaws in the current state of the garment industry's approach to worker welfare. Management can bring this number down by introducing reforms that are well-received by the workforce. A company's most valuable resources are its employees, so it has an obligation

beyond financial gain to ensure that they are safe, happy and fulfilled in their work. The morale and output of workers could be boosted by enhancing the quality of their working environment, such as by providing better access to a canteen, medical care, education opportunities, and transportation.

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