

International Multidisciplinary Research Journal

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LABOUR WELFARE AND SOCIAL SECURITY MEASURES IN INDIA

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ABSTRACT

Welfare in Indian Industry implies the provision of medical and educational services, a congenial work atmosphere etc. The need for providing such services and facilities arises from the social responsibility of industry. A desire for upholding democratic and a concern for employees the encyclopedia of social science defines labor welfare as the voluntary efforts of the employees the establish within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond that which is required by law, the custom of industry and the condition of market. The report of the committee of labor welfare set up by the Government of India. In 1969 refers to welfare as a broad concept a condition of well being, it speeds of measures, witch " promote the physical psychological and general well being of the working population".

Labour welfare includes provisions of various facilities and amenities in and around the work place for the better life of the workers. It comprise all human efforts the work place for the better life of the worker. It comprises all human efforts of body and mind, which is exchanged for combination in terms of cash or king or both. With the growth of industrialization and mechanization, it has acquired added importance. The worker, both

in industry and agriculture, distance from their houses, can't cope with the pace of modern life with minimum amenities and facilities as sustenance amenities. Welfares a board concept, referring to a condition of living of an individual or group, in desirable and happy state of relationship with the whole. In a resolution in 1947, the ILO defined labor Welfare as " Such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangements for travel to and from work, and for the accommodation of workers employed at a

KEYWORDS: Labor welfare, Provision, Educational Services, Democratic, Amenities, Facilities.



1. INTRODUCTION

The Oxford dictionary defined labor Welfare as “ efforts to make life worth living for workmen”. According to N. M. Joshi, Welfare work” covers all the efforts which employers make for the benefit of their employees over and above the minimum standards of working conditions laid down by the Factories Act and the provisions of the social legislations providing against accident, old age, unemployment and sickness”.

The term refers to consider the welfare benefits under two basic categories, viz, intra-mural and extra-mural. The following categorization is used by ILO the International labor Organization (ILO) Regional Conference described welfare to mean “ such services, facilities and amenities, which may be established outside or in the vicinity of undertakings to enable the persons employed therein to work in healthy and congenial surroundings and to provide them with amenities conducive to good health an high morale”. In other words, labor welfare services include all extramural and intramural welfare work. Statutory an non- statutory welfare facilities undertaken by the employers, government. Trade unions or voluntary agencies. They also include social security- measures which contribute to workers welfare such as insurance, provident fund, gratuity, maternity benefits, workmen’s compensations retirement benefits, etc”.

2. NEED FOR THE STUDY:

1. To know about the labour satisfaction towards welfare measures.
2. To find weather labour welfare helps in providing good industrial relation.
3. To find out the facilities entitled by industrial labour.

3. OBJECTIVES:

1. To identify the various welfare measures in India
2. To explain the need for the labour welfare in India.
3. To analyze the cases of lack of labour welfare measures in India
4. To suggest feasible measures to development of labour welfare facilities in India.

4. METHODOLOGY:

The present study is based on the primary data and secondary data. The secondary data covering all the aspects of labour welfare measures in India.

5. LABOUR WELFARE INTRAMURAL:

Health and Medical Facilities: A healthy workforce is of utmost importance to industry. The ILO in its conventions and recommendations has laid down standards, which have had a contributory effect on legislation in India. The ILO convention 103 deals with maternity protection.

5.1. Canteen:

The ILO in its recommendation 102 mentioned this facility and felt that a competent authority in each country should guide establishments with regard to nutrition, hygiene, finance, etc. In India the factories act places the responsibility on state governments to make rules that in any specified factory with more that with 250 workers, a canteen or canteens should be provide and certain standards should be maintained.

5.2. Creches:

The factories act lays down that in any factory with more than 50 women workers a crèche should be provided and maintained for children less than 6 years in clean and sanitary condition. The act state that the crèche should be under the care of women trained in child care and should have adequate accommodation, lighting an ventilation the state government is empowered to make rules in respect of standards, equipment and facilities. Mothers are also to be given time to feed their children at necessary intervals. The rules formed by state government lay down the qualifications necessary for the crèche staffs. The need for kindergarten classes in crèches for children between 3 and 6years wasalsofelt Facilities for storing and drying clothing.

6. LABOUR WELFARE EXTRAMURAL:

6.1. Housing Facilities:

Some of the industrial employers both in public and private sectors have provided housing facilities to their employees. Almost all the public sector enterprises have either provided or are in the process of providing housing facilities to their employees who are not provided corporation's quarters are paid house rent allowance at some places.

6.2. Recreational Facilities:

Recreation is commonly taken to be the opposite of work. It has an important bearing on the individual's personality to develop his sense of physical and mental discipline. Music, dance, drama, sports and games, painting, carving etc.. Are different forms of recreation?

6.3. Transport Facilities:

The growth of industrial state and workshops outside the city has made commuting a problem for workers. In India, since the public transport system is not fully developed and hardly efficient, the fatigue of travel to and from work has a detrimental effect on the attendance pattern of workers. The CLW after studying the situation recommended that transport on a large scale is best provided by the state; that the local bodies should stream line their operations, increase their fleet and the frequency of buses especially to labor, colonies, industrial estate and township. And for carrying workers to and from night shift. They feel that employers could help by giving conveyance allowance.

6.4. Educational Facilities:

The pace of economic and social progress of a particular county largely depends upon the quality of its work force. Education plays a very important part in motivating and enabling the working population for changes necessary for accelerated progress and for their mental and physical development. This has been recognized in our social and economic planning and suitable financial outlay on demands accelerated pace of economic development for which education of workers, their families, and their children is very essential.

7. NEED FOR LABOUR WELFARE WORK IN INDIA:

Compared to other countries, India has much greater need and importance of labor welfare work. Such a condition is caused by certain deficiencies in Indian labor force that are not found in its counterpart in other countries. It is these defects of deficiencies that increase the importance of labor welfare activity in the county. Briefly, the following are the reasoned why labor welfare work in India assumes greater importance than in other counties.

8. LACK OF STRONG LABOUR UNION MOVEMENT:

In India, even today the workers are no united a class keeping in view the numbers, labor Union movement is still in its infancy. even in the labor union that does exist there is a lack of enlightened leadership, and there is no unity between these unions themselves. In absence of properly organized labor union the workers can neither, place their demands effectively before the employer, nor can they think clearly and systematically of their own interests. As this is force lacking in India, it is essential that the welfare of laborers in the country be efficiently looked after by the employers and the Government.

9. ILLITERACY:

As compared with other countries, the percentage of educated workers is very low, most of them being illiterate. Consequently, they are not in a position to receive advanced industrial training, understand the problems in industries their own interests and those of nation as a whole. This can prove a source of harm not only to the workers but also to the country. Hence efficient, and become responsible citizens of the country.

10. PROBLEM OF ABSENTEEISM AND MIGRATION:

Compared to the workers of other countries the Indian laborer is more restless and does tendentious towards frequent migration because life in the town does not provide for his needs, and the atmosphere in general does not suit him. Also due to inadequate level of wages the laborer cannot comfortably settle down in one place. This may in turn also give rise to Absenteeism. This workers migratory tendency can be curbed by providing him with adequate facilities and conditions, and this also shows a positive effect over the absenteeism in the factory.

11. LOW LEVEL OF HEALTH AND NUTRITION:

The Indian worker as compared with his counterpart in most European countries is unhealthy and ill fed. This shows a definite affect over the production. Hence, he is very great need of inexpensive nutritive food and good facility in case of hospitalization.

12. EXTREME POVERTY:

The percentage of people under the poverty line in our county is comparatively high than other countries. So the standard of living is very low. An Indian workers id unable to provide a healthy living for his family and in the case off female workers she is not providing with assistance in case of need. Hence, the labor welfare has much to do in the country. It must assist them by providing them maternity benefits, in old age i.e. provident fund pensions and gratuity etc.

13. LACK OF TRAINING:

As the percentage of trained workers in India is very low, it is necessary to have training facilities for such a vast labor force.

14. LACK OF HEALTHY RECREATION:

Healthy recreation is also at a premium in the country, the deficiency of labor force is diminished by energy being employed in all kinds of undesirable channels. Hence, id is essential that recreation and enjoyment of a healthy king be provided.

15. SOCIAL SECURITY:

Broadly speaking, financial and social insecurity means inability or lack of capacity of a person or individual to protect him from the risks of unemployment m sickness industrial accidents of disability, old age and other contingencies. Thus linked with problems of employees safety and industrial health of workers is the question of provision of security to them by the society or the government. Social Security is "an attack on five giants that affect workers-wants, disease, ignorance, squalor, and idleness. It is not a burden but a kind of wise investments that offers good social dividends in the long run." Social security is a system of protection or support provided by the society or government to workers and their families in time of sudden calamity, sickness, unemployment, injuries, industrial accidents, disablement, old age or other contingencies.

16. SOCIAL SECURITY PROGRAMMERS:

Include Medicare and insurance benefits, Medical help at the time of injury and accident and provision financial compensation and relief. Pension in case of disablement, unemployment insurance or allowance, Maternity benefits, Death payments and family pension, Retirement benefits of old age relief etc.

17. SOCIAL SECURITY ISSUES IN INDIA:

Steps should be taken to assess their number and to implement the various social security schemes in such areas so that these contract workers are able to derive social security benefits especially since many of such workers are unskilled and have no security of employment . The social security laws in India at present can be broadly divided into two categories, namely, the contributory and the non- contributory. The important

contributory schemes include the employees state insurance act, 1948 and the provident fund, pension and deposit linked insurance schemes formed under the employees' provident funds and Miscellaneous provisions Act, 1948. The three major non-contributory laws are the workmen's compensation Act, 1923, the maternity benefit Act, 1961 and the payment of Gratuity Act, 1972, The main issues related to the social security measures in Indian industries are related to that of the basic problems like Health Security, maternity Needs, Life and Accident Security, Unemployment Security, old Age Security.

CONCLUSIONS:

So as to overcome the above mentioned facts the govt has introduced some measures like, providing health insurance by a way of reimbursement for major ailments, house building assistance, scholarships for the wards of workers, life insurance coverage, run accordingly to the schemes been provided by the central govt and also the, follow the National Old Age pension schemes (NOAPS). It debilitates the worker's ability to contribute meaningfully to his efficiency and thus to increase production and improve productivity. It leads to social dissatisfaction and disaffection, especially in the wake of prosperity evident in another segment of the society.

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