



## Labour Welfare and Industrial Relations

### KEYWORDS

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**ABSTRACT** *Employee is one of the key assets of an organization and today's "employee" is treated more than an "employee". So employee welfare directly promotes healthy industrial relations. This article is an attempt to analyze the contribution of labour measures towards good industrial relations. Labour comprises all human efforts of body and mind, which are exchanged for a consideration of cash of kind or both. "Welfare" is a broad concept, referring to a condition of living of an individual or group, in a desirable and happy state of relationship with the whole environment-ecological, economical and social. We are in the track of changing face due to various factors such as liberalization, privatization, globalization and also the recent global economic recession. So every organization is expected to meet the challenges by reshaping their employee welfare measures.*

### INTRODUCTION

Industrial relations play a critical role in establishing and maintaining industrial democracy. The establishment of good industrial relations depends on many factors; maintenance of good human relationships is the central focus of industrial relations. Good industrial relations largely rely on welfare measures offered to the employees. Employee is one of the key assets of an organization and today's "employee" is treated more than an "employee". So employee welfare directly promotes healthy industrial relations. This article is an attempt to analyze the contribution of labour measures towards good industrial relations.

The term "industrial relations" refers to industry and relations. "Industry means" any productive activity in which and individual is engaged and "relations" means "the relations that exist in the industry between the employer and his worker". According to the Concise Oxford Dictionary, Employee Welfare or Labour Welfare means the efforts to make life worth living for workman". In the words of Arthur James Todd "Labour Welfare means anything done for the employees over and above the wages paid".

### LABOUR WELFARE

Labour comprises all human efforts of body and mind, which are exchanged for a consideration of cash of kind or both. "Welfare" is a broad concept, referring to a condition of living of an individual or group, in a desirable and happy state of relationship with the whole environment-ecological, economical and social.

### ACTIVITIES

To provide better life and health to the workers; to make the workers happy and satisfied; to relieve worker from industrial fatigue and to improve intellectual, cultural and material conditions of living of the workers,

### TYPES OF WELFARE MEASURES

The meaning of labour welfare may be made clearer by listing the activities and facilities which are referred to as

welfare measures. Labour welfare measures are dividing into two groups. Welfare measures inside the workplace and welfare measures outside the workplace.

### WELFARE MEASURES INSIDE THE WORKPLACE

Condition of the work environment-Neighborhood safety and cleanliness attention to approaches; Housekeeping, up-keeping of premises-compound wall, lawns, gardens and so forth, passages and doors, white-washing of walls and floor maintenance; Workshop(room) sanitation and cleanliness; temperature, humidity, ventilation, lighting, elimination of dust, smoke, fumes, gases; control of effluent; convenience and comfort during work, that is, operatives' posture, seating arrangements; distribution of work hours and provisions for rest hours, meal time and breaks; workman's safety measure, that is maintenance of machines and tools, fencing of machines, providing guards, helmets, aprons, goggles, and first-aid equipment; supply of necessary beverage, and pills, tablets, milk and soda; notice boards; posters, picture and slogan.

### WELFARE MEASURES OUTSIDE THE WORKPLACE

Housing bachelor's quarters, family residences according to types and rooms, water, sanitation, waste disposal, Roads, lighting, parks, recreation, playgrounds, schools, nursery, primary, secondary and higher secondary, markets. Cooperatives, consumer and credit societies, bank, transport, communication, post, telegraph, and telephone health and medical services dispensary, emergency ward, out-patient care, family visiting; family planning, recreation games clubs, craft centers, cultural programmes, i.e, music club, interest and hobby circles, festival celebrations, study circles, reading room and library, open air theatre, swimming pool, athletics, gymnasium.

### STATUTORY PROVISION

The Factories Act; The Act was first conceived in 1881 when legislation was enacted to protect children and to provide health and safety measures. Later, hour of work were sought to be regulated and were, therefore, incorporated in the Act of 1911. The Act was amended and enlarged in 1934 following the recommendations of the royal

commission of labour. A more comprehensive legislation to regulate working conditions replaced the act in 1948.

The welfare amenities provided under the Factories Act 1948 are given below; Washing facilities; Facilities for occasional rest for workers who are obliged to work standing; First-aid boxes of cupboards-one for every 150 workers and ambulance facilities-If there is more than 500 workers; canteens if employing more than 250 workers. Shelters rest rooms and lunch rooms, if employing more than 30 women. Welfare officer, if employing 500 or more workers.

### NON-STATUTORY PROVISIONS

Non-statutory benefits, also called voluntary benefits, include loans for house building, education of children, leave travel concession, fair price shops, loan for purchasing vehicles and a host of other facilities which are discussed earlier. Statutory measures are provided by the employers as per legislation of employees relating to the welfare measures. This must be a routine exercise on the part of employers. Appropriate changes must be incorporated in the welfare measures based on the employee's perception. Welfare measures must be a motivational force which would bring changes in the attitude of employees and result in commitment to the workers. Committed worker is the real human asset to the organization.

### CONCLUSION

We are in the track of changing face due to various factors such as liberalization, privatization, globalization and also the recent global economic recession. So every organization is expected to meet the challenges by reshaping their employee welfare measures. More specifically in the post globalization scenario, employee welfare is a pivotal mechanism for nurturing a high performance culture to drive the organization towards success. Besides, employee welfare programmes would lead to healthy industrial relations.

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