

# Labour Welfare in India

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## Abstract—

**L**abour is an important factor of production which infuse life in other factors but After industrialization labour force is treated very badly by their bosses because they were illiterate, poor and unaware about their right. In order to protect the interest of labour Government has developing Labour strategies according to the requirement of working class in order to improvement their condition. In order to implement these labour welfare polices organization are doing detail need analysis so main objective of this paper is to study the need for labour welfare in India context and what kind factor will . Also in this research examined about the labour welfare act and agencies responsible of implementation of welfare provision in India

**Keywords—**Labour Law, Labour Welfare agencies, need analysis, industrialization and labour.

## I. INTRODUCTION

There are two powerful elements which contribute to development of any industry is its human asset and other one is the presentation of most recent innovation. Human asset is the main issue and reactant compel which implants life in different assets like cash and material. there have been breathtaking changes in the setting in which work is performed. The procedure of globalization pushes in innovation, expanded rivalry, work escalation, broadening of the workforce, expanded number of ladies in the workforce, and the obscuring of limits amongst work and family are a portion of the progressions that have affected the workplace. Given that people spend a significant proportion of their lives at work, changes in the work environment can have deep influence on their health and well-being, and consequentially on job and organizational performance so fostering a work culture that promote work-life balance, employee growth and development, health and safety, and employee engagement can be the key to achieving sustainable employee well-being and organizational performance. [1] .Welfare is another expression of well-being. Labour is a crucial factor of production. Healthy and congenial labour management relations are the prerequisite for efficient production. Labour Welfare measures are very important since they have strong impact on workers willingness to work and their productive capacity. In other words, it is worker who really delivers the goods. It is absolutely true that machine should be kept in good condition for proper functioning. Likewise machine operator too should be maintained in satisfactory physical, emotional, mental and moral conditions for uninterrupted and more production[2]. During the 20th century, employers increased the economic security of employees by providing, in exchange for labor, benefits in addition to direct compensation. Apart from direct compensation, benefits encompass all other inducements and services provided by an employer to employees[3]. Like other HRM policies, employer-sponsored benefits have been shaped by social, cultural, and legislative forces. To maintain focus, this manuscript addresses voluntary employer-provided benefits for individuals in the U.S. Employer-provided benefits in countries other than the U.S. are not addressed given the significant variation in legislation, norms, and implementation. Similarly, statutory benefits that federal and state governments require employers to provide to U.S.-based employees (e.g., workers' compensation insurance), are not addressed given the significant variation in legislation, cost-containment strategies, and implementation approaches across states. Most industrialized nations assure the welfare of citizens through government-sponsored systems that provide for the health and safety of citizens, protecting them from consequences of economic fluctuations. In contrast, in the U.S. a system of welfare capitalism emerged whereby employers, rather than the government, played a primary role in assuring the health and welfare of employees and their families. Welfare capitalism encompassed a wide range of private, firm-level social and benefit policies, including employee representation, recreation, stock ownership, and benefits relating to retirement, sickness, paid time off, and unemployment [4].

## II. NEED OF LABOUR WELFARE IN INDIA

Labour welfare in India was largely influence by humanitarian principles and legislation. During the early period of industrial development, efforts towards worker's welfare was made largely by social workers, philanthropists and other religions leaders, mostly on humanitarian grounds. Before introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long working hours, bad sanitation and absence of safety measures were the regular feature of industry [5]. Labour welfare occupies very important place in the industrial development and economy. It is an important facet of industrial relations, the extra dimension, giving satisfaction to the worker in a way which even a good wage cannot. With the progress of industrialization and automation, it has acquired added importance. A happy and contented work force is an asset for the industrial prosperity of any nation.' Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the safeguard

of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. The welfare services in an industry is to improve the living and working conditions of workers and their families because the workers well-being cannot be achieved in isolation of his family. It is well known that economy of India is passing through transitional phase where rural and agriculture based society is changing into urban and industry based economy. Labour Welfare service is necessary to face problems being created by this transitional phase [6]. Over 94 percent of India's working population is part of the unorganized sector[7]. Though only a small part of total population in India(7 to 8 percent) are employed in the organized sector, industrial workers today constitute functionally a very significant and vulnerable element, they also constitute a sub- stantially to the nation's economy. But if we make on over-all survey of the living and working conditions of workers, the need for labour welfare in India would immediately become apparent. Their welfare services have become necessary to counteract the handicaps to which workers are exposed, both in their work- life and social life and to provide opportunities and facilities for the harmonious development of the workers' personalities .Good educational and training facilities for workers are also very necessary in Indian industries because of the high rate of illiteracy among them. India's worldwide literacy rank is 177 and literacy rate is 61 percent (Indexmundi.com). These facilities would also help in decreasing the number of industrial accidents, in increasing workers' efficiency and then sense of commitment. Other recreational facilities help workers to improve their health and develop their personality and make them feel that the state and employers are interested in their welfare. These also help in reducing the druggery of their work. The higher rate of labour absenteeism in India industries is indicative of the lack of commitment on the part of workers, for they want to escape, whenever possible, from the environment of the work site. This absenteeism can be reduced by the provision of good housing, of health and family care, of canteens where healthy, balanced diet is made available in congenial surroundings. Family welfare, child welfare and maternity care facilities help workers in a variety of ways. They reduce infant mortality, improve the health of the spouse and keep the family size at the desirable minimum. They also tend to reduce these workers anxiety and absenteeism in so far as these were due to sickness in the family[2].

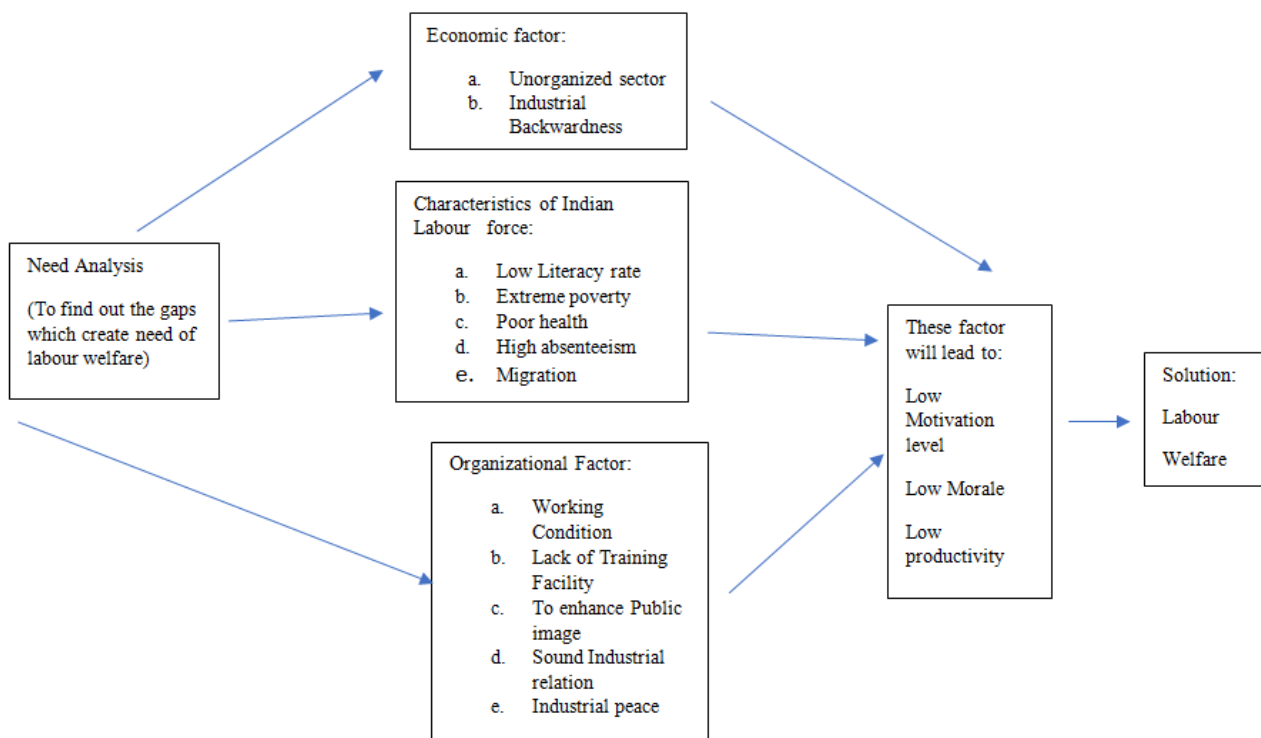


Figure 1 demonstrate the need which give birth to welfare

### III. IMPLEMENTATION OF LABOUR WELFARE

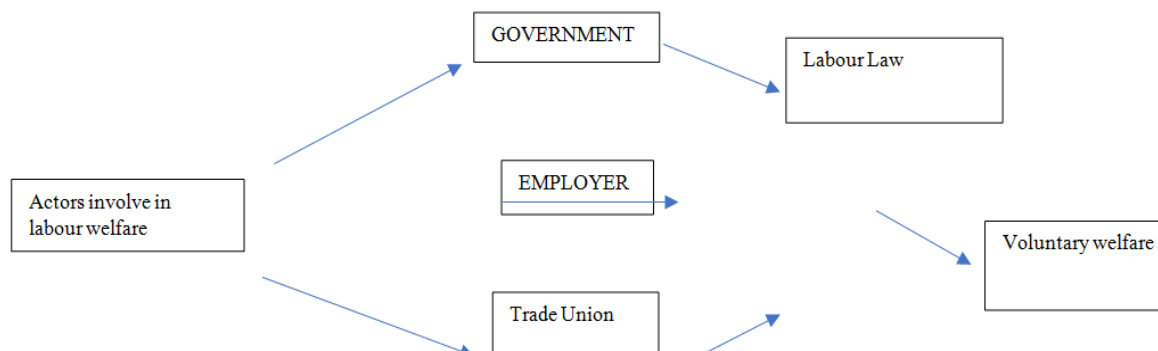


Figure 2 agencies for Labour Welfare

#### IV. LABOUR LAW IN INDIA

The respect's importance of human labour and the requirement for ensuring and protecting the enthusiasm of labour as individuals has been revered in Chapter-III (Articles 16, 19, 23 & 24) and 7 Chapter IV (Articles 39, 41, 42, 43, 43A & 54) of the Constitution of India keeping in accordance with Fundamental Rights and Directive Principles of State Policy. Labour is a simultaneous subject in the Constitution of India suggesting that both the Union and the state governments are skillful to enact on labour matters and direct the same. The greater part of essential administrative acts has been authorized by the Parliament.

UNION LIST	CONCURRENT LIST
Entry No. 55: Regulation of labour and safety in mines and oil fields	Entry No.22: Trade Union; Industrial and labour disputes
Entry No. 61: Industrial disputes concerning union employees	Entry No.23: Social Security and Insurance, employment and unemployment
Entry No.65: Union agencies and Institutions for “ Vocational...training..”	Entry No.24: Welfare of about including conditions of labour, provident funds, employers ‘Invalidity and old age pension and maternity benefit’.

Labour strategy in India has been advancing because of particular needs of the circumstance to suit necessities of arranged financial improvement and social equity and has two fold goals, to be specific keeping up modern peace and advancing the welfare of labour.

#### A. Various labour law

1. Laws related to Industrial Relations
2. Laws related to Wages
3. Laws related to Working Hours, Conditions of Service and Employment
4. Laws related to Equality and Empowerment of Women
5. Laws related to Deprived and Disadvantaged Sections of the Society
6. Laws related to Social Security[9]

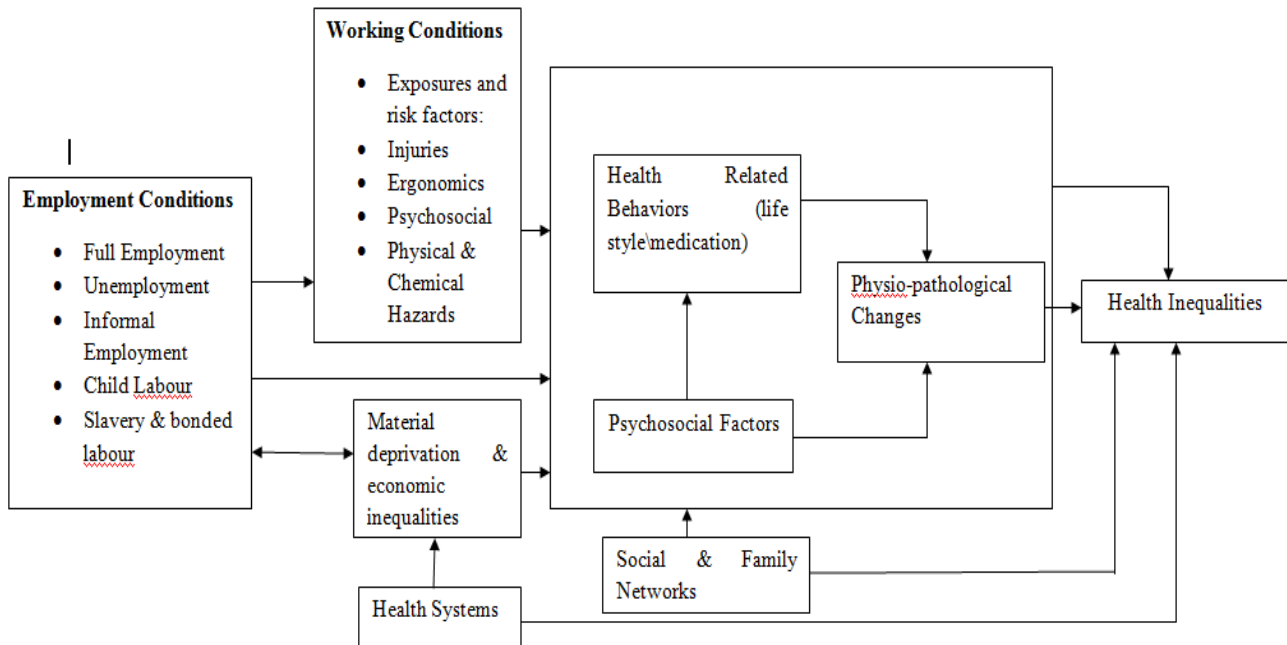


Figure 3 demonstrate the framework of the labour welfare policy built in India. The frame work shows that the labour welfare policy is categorized on the bases on the labour working conditions, health conditions etc.

#### V. FINANCING OF WELFARE PROGRAMMES

There are five known methods of financing welfare programs in industry, namely, (i) Levy on production, (ii) allocation of a fixed percentage of wage bill by employers,(iii)Bipartite contribution,(iv)Tripartite contribution, and (v)Government contribution. The method of raise finance for welfare programmes by levying chess on production is used in mica, coal, manages, and gold mines. In methods of raising finances of welfare expenditure by allocating the a proportion of the wages bills only the employers are required to contribute towards the financing of welfare facilities which may be administration by the employers or by the joint committee consisting of labour and management representatives. For example in Brazil the law requires all employers to contribute an amount of two percent of their total

salary or bill of plants. The method of raising finances by mutual contribution by both employers and employees is followed in case of Employees State Insurance Act .The method of financing the welfare facilities by tripartite contribution, viz employers, employee and state, is used by some state governments in India. The Labour Welfare Fund Acts of Maharashtra, Gujarat, U.P etc., are some of the examples of this kind. The finances are raised by fines imposed on employees on imposed on employees and grants by the governments. The amount is spent on community and social education centers, games and sports, tours and holiday homes, entertainment and other forms of recreation, corporate activities of a social nature .It conceivable, though not generally practiced, that a welfare programme may be entirely financed out of government funds [8].

## VI. CONCLUSION

Labour welfare is very essential for civilized society and Coordination in implementing agencies make it successful. This paper has throw light on different aspect of labour welfare and factor which should be consider while conducting the need analysis and legal system which is implemented by government in order to protect the interest of labour.

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