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## **LABOUR WELFARE IN INDIA: AN OVERVIEW**

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### **ABSTRACT**

*Concept of Labour Welfare came in for a generous mention in a resolution passed by the Indian National Congress on Fundamental Rights and Economic Programme in its Karachi session in 1931. The resolution demanded that the organisation of economic life in the country must conform to the principles of justice and it must secure a decent standard of living.*

*The paper is a humble attempt to reflect upon the labour welfare measures in context of India. It also covers briefly the evolution and progress in context of labour welfare in India. The five year plans have been discussed having a bearing on labour welfare measures. It gives in detail the suggestion to further improve the scenario in the field of labour welfare.*

**KEYWORDS:** *labour welfare, intramural activities, extramural, intramural, industrial labour.*

### **1. INTRODUCTION**

May all enjoy happiness, may all be free from disease, may all with auspiciousness and may there be no one burdened with misery.

All civilized societies throughout the globe have been praying for the well being of the entire mankind. In India our sages longed for 'may all be happy' and worked for devising such institutions as could promote the welfare of all and strengthening them from time to time. There are evidences in Kautilya's Arthashastra and the edicts of Ashoka to show that the labourers were treated very kindly and wages were paid regularly. Labourers were entitled to get handsome wages. They were treated kindly and accommodated comfortably. But the conditions of workers

deteriorated under the Muslim rule, especially in the Royal factories known as Shahi Karkhanas. The king knew little about the working of such factories. Workers were not happy. They were treated very harshly and were even flogged. The modern industrial working class grew up in the country after the advent of large scale industries. Most of the early industries were started by the Europeans. The temptation of cheap, helpless and submissive labour, used to long hours of work and a low standard of living, proved too strong for many who secured enormous profits by terrible sweating of men, women and children. Many attempts were made to improve their conditions by organising the workers. Government of the day also interfered by passing various laws in this direction. But it proved to be a futile exercise because of the fact that the object of the laws was not wholly the welfare of the workers but the measures were adopted either from the political point of view or from the point of view of increasing the cost of production of Indian industries. Industrialization gives birth to so many labour problems. Therefore, it is the paramount obligation of the State to deal with all such labour problems effectively and to enact laws relating to labour welfare. Therefore, in the present paper, an attempt has been made to discuss comprehensively the concept of 'labour welfare' and its various aspects.

## **2. THE CONCEPT AND PHILOSOPHY OF LABOUR WELFARE**

The philosophy and concept of labour welfare came in for a generous mention in a resolution passed by the Indian National Congress on Fundamental Rights and Economic Programme in its Karachi session in 1931. The resolution demanded that the organisation of economic life in the country must conform to the principles of justice and it must secure a decent standard of living. It also emphasized that the state should safeguard the interest of individual workers and should secure for them, by suitable legislation, a living wage, healthy conditions of work, limited hours of labour, suitable machinery for the settlement of disputes between employers and workmen and protection against the economic consequences of old age, sickness and unemployment.

Infact, 'Welfare' is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment-ecological, economic and social. Terms labour welfare, employee welfare and workers welfare are generally used interchangeably to denote various services provided by the employees in addition to their wages. The Labour welfare includes both the social and economic contents of welfare. Labour welfare is an important aspect of industrial relations. The term 'labour welfare' eludes a precise definition applicable to all countries and even to the same country for all times. 'Welfare' means faring or doing well. It is a comprehensive term and refers to the physical, mental, moral and emotional well being of an individual. Moreover, it is a relative concept, relative in times and space. It is a dynamic concept which varies from time to time, from region to region and from country to country. The Royal Commission on Labour had remarked:

Welfare must necessarily be elastic, bearing a somewhat different interpretation in one country from another, according to different social customs, the degree of industrialization and the educational development of the worker.

The National Commission on Labour had also observed:

The concept of welfare is necessarily dynamic, bearing a different interpretation from country to country and from time to time, and even in the same country, according to the value system, social institutions, degree of industrialization and general level of social and economic development.

The Labour Investigation Committee, constituted by the Government of India, had observed that labour welfare means and includes:

Anything done for intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies over and above what is laid down by law, or what is normally expected on the part of the contracted benefits for which workers may have bargained.

The International Labour Organisation (hereinafter referred to as ILO) has defined the term 'Labour Welfare' as such services, facilities and amenities as may be established in or in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

The Government of India Constituted a Committee on Labour welfare in 1966. This committee submitted its report in 1969 and defined 'Labour Welfare' to 'include such services, facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contribute to improve the conditions under which workers are employed.

In the end, it can be concluded that labour welfare refers to all those efforts of employers, trade unions, voluntary organizations and governmental agencies which help employees feel better and perform better. It includes provisions for the improvement of health, safety, general well being and industrial efficiency of the workers. Welfare work may also be divided into five categories i.e. statutory provision by different legal enactment provided by central government, welfare activities provided by state government, welfare activities provided by employers, welfare activities provided by trade unions, welfare activities provided by the voluntary social service agencies. It is more appropriate to divide welfare activities into three categories i.e., statutory, voluntary and mutual. The welfare facilities or activities may further be divided into two categories, viz., intra-mural and extra-mural.

2.1 Within the Organisation Services (Intra-mural) Intramural activities are provided within the factories and include medical facilities, compensation for accidents, crèches and canteens, drinking water, washing and bathing facilities, safety measures and activities relating to improving conditions of employment etc.

## **2.2 OUTSIDE THE ORGANISATION SERVICES (EXTRA-MURAL)**

Extramural activities are the facilities which are provided outside the factories such as housing accommodation, vocational training, and transport to and from place of work, leave travel facilities, maternity benefits etc.

### **3. Significance of Labour Welfare**

The basic objective of labour welfare is to enable workers to live a richer and more satisfactory life. Labour welfare is in the interest of the labour, the employer and the society as a whole. The main benefits of labour welfare services are given below:

#### **A. BENEFITS TO THE WORKERS**

- Welfare facilities provide better physical and mental health to the workers and make them happy.
- Welfare facilities like housing, medical benefits, education and recreation facilities for the worker's families help to create contented workers.
- Improvement in medical, intellectual and cultural condition of life protects workers from social evils like drinking, gambling etc.

#### **B. BENEFITS TO THE EMPLOYERS**

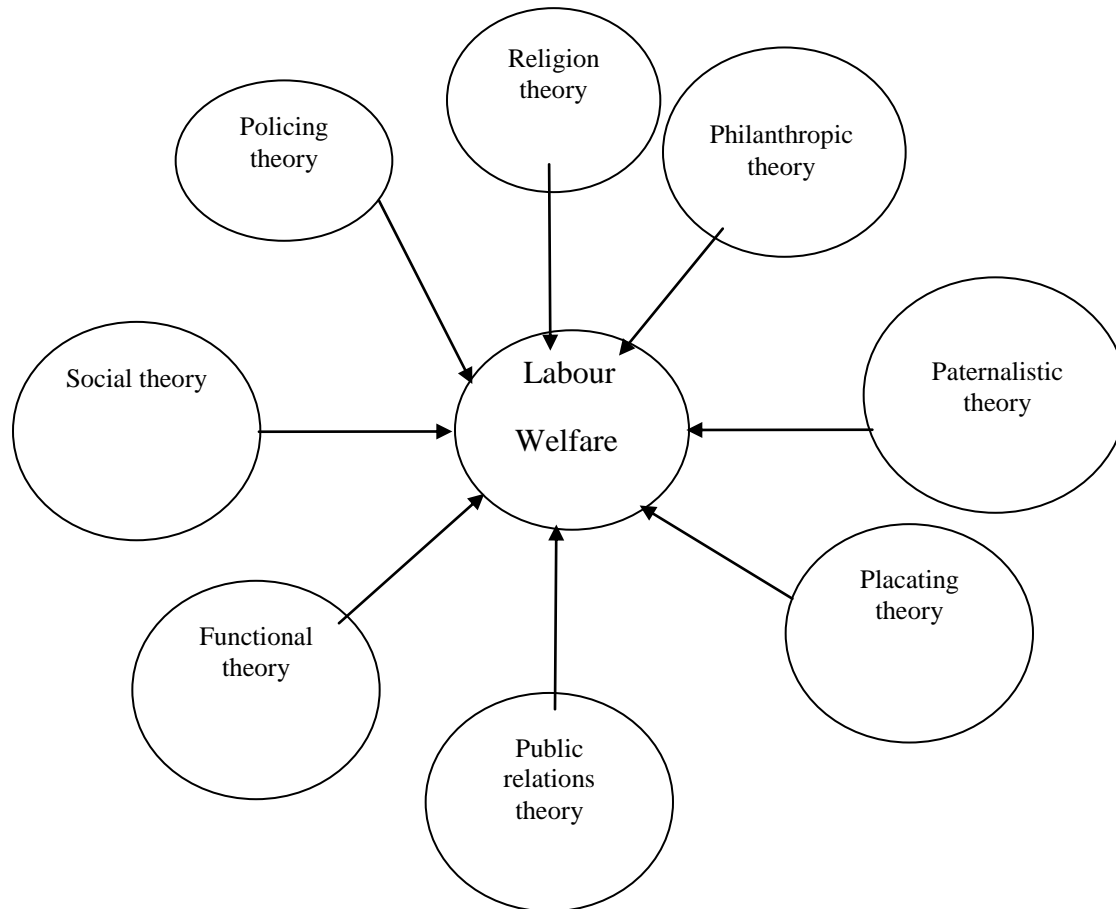
- Labour welfare facilities help to increase employee productivity or efficiency by improving their physical and mental health.
- Welfare measures help to improve the goodwill and public image of the enterprise.
- Welfare services serve to maintain some peace with the employee's unions. Employee welfare also helps to improve industrial relations and industrial peace.
- Employees' turnover is reduced due to the provision of welfare facilities. Employees take active interest in their jobs and work with a feeling of involvement and satisfaction.
- Employers secure the benefits of high efficiency, cordial industrial relations and low labour absenteeism and turnover.

#### **C. BENEFITS TO THE SOCIETY**

Labour welfare is also in the interest of the larger society because the health, efficiency and happiness of each individual represent the general well being of all. Well housed, well fed and well looked after labour is not only asset to the employer but serves to raise the standards of industry and labour in the country. (12a).

### 3. Approaches of Labour Welfare

The different approaches to labour welfare also reflect the evolution of the concept of welfare. Earlier, the government of the land had to compel the industrial houses to provide the basic amenities to their employees. But with the passage of time, the concept of welfare has undergone changes. These theories reflect the attitudes and beliefs of the agencies engaged in welfare activities.



According to policing theory, the factory owners exploit the workers in an unfair manner. Thus the State assumes the role of a policeman and compels the managers of industrial establishments to provide welfare, and punishes the non-complier. This is called the policing theory of labour welfare. The next is the Religion theory. Investment and atonement are the two aspects of this theory. Investment implies that the fruits of today's deeds will be reaped tomorrow. It is because of this belief some employers provide canteens and crèches to the workers. Atonement implies that the present disabilities of a person are the results of the sins committed by him earlier. Therefore, the employers do good deeds to atone or compensate for the sins. Philanthropist is one who loves mankind. According to philanthropic theory the employer provide good working conditions, crèches and canteens etc. out of pity in order to

remove the disabilities of the workers. The philanthropic theory is common in social welfare rather than in industrial enterprises. Social theory implies that a factory or industry is morally bound to improve the condition of the society in addition to improving the condition of its employees. According to Paternalistic theory, the workers, because of many reasons, are unable to take care of themselves. Therefore, the employer provides for their well being out of funds in his control. As, the whole enterprise is held in trust for the benefit of the employees, this theory is also called trusteeship theory.

Functional theory implies that the facilities are provided to make the workers more efficient. According to Public Relations theory, welfare facilities are provided to create a good impression on the minds of workers and the public. Placating theory connotes that appeasement pays when the workers are organized and are militant. Peace can be brought by welfare measures.

Therefore, the aim and spirit of all these theories is to provide maximum welfare facilities to the workers.

#### **4. OVERVIEW OF LABOUR WELFARE MEASURES**

The aim of welfare activities is partly humanitarian, partly economic and partly civic. In the beginning of the era of industrial development, social workers, philanthropist and religious leaders used to make efforts for workers' welfare. Since there was no welfare legislation in force, therefore, the condition of labour was very miserable. Labour was exploited in the factories and other establishments. Slowly and steadily the Government of the day started bothering about the welfare of the labour.

#### **PRE- INDEPENDENCE ERA**

The origin of labour welfare activities goes back to 1837 when, following the abolition of slavery in 1833, the British colonies started importing Indian labour. Some of the notable Legislation enacted during these years has been outlined below. These laws helped in the development and implementation of the concept of labour welfare.

The Apprentices Act of 1850 was the first legislative attempt in this direction. The object of this Act was to help the poor and orphaned children to learn different trades and crafts. This Act was followed by Fatal Accident Act, 1853 and The Merchant Shipping Act of 1859. The object of the Fatal Accident Act was to provide compensation to the families of workers who lost their lives as a result of 'actionable wrong'. Similarly the Shipping Act provided for the health and accommodation of seaman. The Factories Act, 1881 is another important piece of legislation which attempted to improve the working conditions of Indian labour. The Act applied to factories employing not less than 100 persons working more than 4 months in a year and using power. However, because of many factors, the Act proved to be inadequate in many respects. Later on, a more comprehensive Act namely, The Indian Factories Act, 1911 was passed. This Act was also applicable to seasonal factories working for less than four months in a year. The working hours for children were reduced to six per day. Provisions for health and safety of workers were also made.

## **THE FIRST WORLD WAR**

There was a rapid increase in industrial activities during the First World War (1914-18). Prior to it, welfare of the workers was hardly thought of owing to the ignorance and illiteracy of the workers, the short sightedness of the employers, apathetic behaviour of the state etc. But during the First World War, there was a rapid increase in the number of factories and other establishments. This led to an increase in the number of persons employed therein. But contrary to it, the wages given to the labour was not sufficient to make both ends meet because of sharp increase in the prices. This situation led to labour discontentment because of economic unrest. Therefore, the Government and the employers were prompted to take active interest in the labour welfare activities including welfare legislations. It is also essential to mention here that the establishment of the International Labour Organization in 1919 was another important landmark in the history of labour welfare movement in India. All these factors led to the beginning of an era of labour welfare legislations. Because of industrial unrest, the Government of India passed the Indian Factories (Amendment) Act, 1922 which was applied to all the factories using power and employing not less than 20 persons, which provided that neither men nor women could work more than 60 hours a week, and that no one could work for more than 11 hours a day. Minimum age for child labour was 12 years and those between 12 and 14 were not to work for more than 6 hours a day. Interests of woman labour were also protected by making suitable provisions for them. In addition to it, Royal Commission on Labour (1929-31) after dealing with various aspects of labour like health, efficiency, welfare, standards of living conditions of work etc, also recommended for the enactment of a number of legislations relating to wages, health insurance and working conditions of plantation workers. Ultimately this led to the enactment of Factories Act, 1934. This enactment made a distinction between perennial and seasonal factories. Working hours for children between 12 and 15 were reduced from 6 to 5 per day and for women workers from 11 to 10 per day. The Act also contained provisions for providing rest sheds and crèches.

Appointment of Labour Investigation Committee (also known by the name of Rege Committee) is the next step in the field of Labour Welfare. Wages, employment, housing and social conditions of labour, welfare measures available were thoroughly investigated by this committee. It extended the scope of welfare measures to such an extent as to include in it housing facilities, rest and recreation, occupational diseases, relief in case of old age and death, crèches, canteens, medical aid, washing and bathing facilities, educational facilities etc. This committee was of the view that more and more welfare measures for workers are necessary in order to improve their social and economic life.

## **THE SECOND WORLD WAR**

The Second World War had far reaching consequences in all fields of activity. The need for sustained and increased production gave a stimulus to Indian Industries, and adjudication, joint consultation, minimum wages, and higher norms of production were prescribed (Punekar et al., 2004). During this period labour welfare provisions got a boost-during the Second World War. During the war, the Government launched many schemes of labour welfare in their ordnance, ammunition and other factories engaged in war production, to keep up the morale of the workers and also to increase their productivity. After the war, these schemes were extended to many other undertakings of the government. A labour welfare fund was constituted in 1944 for the workers

working in coal mines. This fund was to provide medical, recreational, educational and housing facilities to the workers. It was also made essential for all the Central Government undertakings to have food and tea canteens.

### **POST INDEPENDENCE ERA**

Following independence in 1947, the labour welfare movement acquired new dimensions. The massive investments in industry during the various plans noted increased the number of workers. It was realised from the beginning that labour played a positive role in increasing productivity and reducing industrial tensions.

Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952 have many welfare provisions for the workers. Welfare funds for coal, mica, iron ore, manganese, and limestone and dolomite mine workers have been created under the Coal Mines Labour Welfare Fund Act of 1947, the Mica Mines Labour Welfare Fund Act of 1946, the Iron Ore Mines Labour Welfare Cess Act of 1961 extended to manganese mines in 1978 and Limestone And Dolomite Labour Welfare Act of 1972. Similarly provisions have been made for Assam plantation workers under the Assam Tea Plantation Employees' Welfare Fund Act, 1959, for workers in sugar industries by the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950 and for beedi workers by the Beedi Workers Welfare Fund Act, 1976. Therefore, the Second World war brought about far reaching consequences in the field of labour welfare. A number of legislations for the welfare of the workers were enacted.

It is also relevant to mention here that provisions for the welfare of workers also exist in the Indian Dock Labourers Act of 1934, the Merchant Shipping Act of 1958, the Motor Transport Workers Act of 1961, Bidi and Cigar Workers (Conditions of Employment) Act, 1966 and Contract Labour (Regulation and Abolition) Act, 1970. In addition to these legislations, many other welfare legislations were enacted by the Central Government and various State Governments.

In this way, the Government at the Centre and the State Governments have taken an active part during the five year plans in labour welfare activities.

### **5. THE FIVE YEAR PLANS AND LABOUR WELFARE**

**DURING THE FIRST FIVE YEAR PLAN (1951–1956)** paid considerable attention to the welfare of the working classes. During this period the Plantations Labour Act, 1951, the Mines Act, 1952, the Employees Provident Fund Act, 1952 were enacted. A subsidised housing scheme for labour was formulated and implemented in 1952. State governments passed various laws on housing for industrial labour, i.e., the Bombay Housing Board act, 1948, the Hyderabad Labour Housing Act, 1952, the Madhya Pradesh Board Act, 1950, etc.

**THE SECOND FIVE YEAR PLAN (1956–1961)** provided for further development in the field of labour welfare. New laws were made to cover merchant seamen and motor transport workers. The employees' state insurance scheme was made applicable to more workers. A comprehensive scheme known as Dock workers (safety, health and welfare) scheme was drawn up in 1961. In 1959, the government of Assam passed an act called the Assam Tea Plantation Labour



Employee's Welfare Fund Act. In April 1956, a New Plantation Labour Housing Scheme was evolved which envisages a certain amount of loan for construction of houses for workers. The second five year plan period also saw a number of enactments in the field of industrial housing by various state governments.

**THE THIRD FIVE YEAR PLAN YEAR (1961-66)** stressed the need for more effective implementation of various statutory welfare provisions. The plan also recommended setting up of co-operative credit societies and consumer's stores for industrial workers, and emphasized the role of trade unions and voluntary organizations in administering such co-operatives. Some of the legislative measures during this period include the Maternity Benefit Act, 1961, Apprentices Act, 1961; Iron-Ore Mines Labour Welfare Cess Act, 1961 And Payment of Bonus Act, 1965. During this period, co-operative housing societies also began to make their mark, even though their progress was gradual.

**THE FOURTH FIVE YEAR PLAN (1969-1974)** witnessed the expansion of the Employees' State Insurance Act to cover medical facilities to the families of insured persons as well as employees of shops and commercial establishments. To protect the interests of contract labour, the Contract Labour Regulation and Abolition Act of 1970 was passed. By means of this Act, contractors are also required to undertake welfare activities on behalf of their workers. Another important statute was enacted related to The Payment of Gratuity Act, 1972(bonuses) at the time of retirement to industrial employees.

**THE FIFTH FIVE YEAR PLAN (1974-1979)** made provisions for labour welfare in a number of areas. For promoting industrial safety, safety cells were setup in various states. As well as this covered: (1) new requirements for the major ongoing training institutions, such as the Central Staff Training and Research Institute, the Foreman Training Institute, and the Central Training Institutes for Instructors; (2) extension and strengthening of the Advanced Training Institute; (3) expansion of the Apprenticeship Training Programme; (4) initiation of Vocational Training in Women's Occupations; and (5) schemes relating to research, surveys and studies to be undertaken by various institutes.

**THE SIXTH FIVE YEAR PLAN (1980-1985)** emphasis was given on effectively implementing the measures embodied in prior legislative enactments, and extending coverage of the Employees' State Insurance Scheme, the Employees Provident Fund, and the Family Pension Scheme. Special programmes also were undertaken by State Governments for the benefit of agricultural labour, artisans [skilled craftsmen], handloom weavers, fishermen, leather workers and other still unorganised workers.

**THE SEVENTH FIVE YEAR PLAN (1985-1989)** major stress was on Labour welfare, improvement in working conditions of unorganised labour-not only in the rural areas, but also in the urban areas. During this period, certain major tasks as for women is concerned were taken up. Thus during this period the stress was on improvement in capacity utilisation, efficiency and productivity. Labour entered the production process from the supply side as well as from the demand side.

**THE EIGHTH FIVE YEAR PLAN (1992–1997)** government had announced important changes in its industrial and trade policies. This plan gives great emphasis on resource mobilisation from public enterprises. In this period, the great stress had been given for the improvement for the quality of labour, productivity, skills, working conditions, provision of welfare and the social security measures, especially to those working in the unorganised sectors.

**THE NINTH FIVE YEAR PLAN (1997–2002)** the major stress was given on the improvement of labour welfare measures, increasing productivity, and also the adequate provisions of social security. As well as, resources were directed towards skill formation, exchange of information on new job opportunities, monitoring of working conditions, creation of industrial harmony through an infrastructure for healthy industrial relations, and insurance against illness, injury and unemployment for workers and their families.

**THE TENTH FIVE YEAR PLAN (2002– 2007)** emphasis was given on improving the working conditions, better industrial relations, proper enforcement of Labour Legislations, and also launching the welfare activities for benefit of all industrial workers and their families.

The Labour Department implemented more than two dozen of labour statutes. Their major objective was not only to provide monetary benefits (such as minimum wages, overtime, bonuses, etc.) to workers, but also to ensure their proper health and safety during the course of job.

**THE ELEVENTH FIVE YEAR PLAN (2007–2012)** the major focus of this plan is on unemployment and underemployment, the promotion of regular wage employment opportunities and addressing the continuing unmet needs of workers employed in unorganised sector enterprises.

## **6. STATUTORY PROVISIONS CONCERNING LABOUR WELFARE**

The Central Government has enacted various Acts covering the health, safety and welfare of workers. A few of them are discussed below.

### **THE FACTORIES ACT, 1948**

The welfare amenities provided by the Act are as follows

- (a) Washing facilities to male and female workers separately.
- (b) Facility for storing and dry clothing.
- (c) Sitting facilities.
- (d) First-aid boxes- one for every 150 workers and the ambulance facility if there are more than 500 workers.
- (e) Canteen facility if there are more than 250 workers.

- (f) Shelters, rest rooms and lunch rooms if there are more than 150 workers.
- (g) Crèches, if there are more than 30 women workers.
- (h) Welfare officer, if 500 or more workers are employed.

### **THE MINES ACT, 1952**

The Welfare Provisions under the Act are

- (a) Creches, if there are 50 or more women are employed.
- (b) Shelter for taking food and rest if 150 or more workers are employed.
- (c) Canteen, if employing 250 or more workers
- (d) First-aid boxes and first-aid rooms in mines employing more than 150 workers.
- (e) Bathrooms with shower, sanitary latrines and lockers for men and women workers.

### **THE PLANTATION LABOUR ACT, 1951**

The plantation workers are entitled for the following welfare amenities

- (a) Canteens, if 150 or more workers are employed.
- (b) Creches in plantation employing 50 or more women workers.
- (c) Recreational facilities for workers and their children.
- (d) Educational arrangement in the estate if there are 25 or more children of workers, between the age of 6 and 12.
- (e) Housing facilities for every worker.

### **THE MOTOR TRANSPORT WORKERS ACT, 1961**

The motor transport undertakings are required to provide the following welfare facilities to the workers

- (a) Canteen, if employing 100 or more workers.
- (b) First-aid equipment in each transport vehicle.
- (c) Rest rooms should be cleaned, ventilated and properly lighted.
- (d) Uniforms, raincoats to drivers and conductors
- (e) Medical facilities.

- (f) First-aid boxes.

### **THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970**

The Act provides the following welfare measures to the contract labour.

- (a) Canteen, if employing 100 or more workers.
- (b) Restrooms or other suitable alternative accommodation if contract labour is required to halt at night.
- (c) Wholesome drinking water, sufficient number of latrines and urinals and washing facilities.
- (d) First-aid boxes.

### **THE MERCHANT SHIPPING ACT, 1958**

Welfare facilities provided by the Act are

- (a) Crew Accommodation
- (b) Supply of sufficient drinking water
- (c) Supply of medicines and medical stores and provisions of surgical and medical advice etc.
- (d) Proper weights and measures on board and grant of relief to distressed seamen abroad a ship
- (e) A qualified medical officer on board.
- (f) Establishment of hostels, clubs, canteens and libraries.
- (g) Appointment of a seamen's welfare officer at such ports in or outside India as the government may consider necessary.
- (h) Educational facilities.

### **DOCK WORKERS (SAFETY, HEALTH AND WELFARE) SCHEME, 1961**

The above stated scheme is framed under the Dock Workers (Regulation of Employment) Act, 1948.

Amenities provided in the port premises include provision of urinals and latrines, drinking water, washing facilities, bathing facilities, canteens, rest shelters and first-aid boxes. In addition to these provisions, other welfare measures provided are – housing, schools, educational facilities, grant of scholarship, libraries, sports and recreation and fair price shops.

Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

The inter-state migrant workmen are entitled to get the following facilities.

- (a) Regular payment of wages (at least minimum wages to be paid).
- (b) Equal pay for equal work irrespective of sex.
- (c) Suitable conditions of work.
- (d) Suitable residential accommodation.
- (e) Medical facilities, free of charges
- (f) Protective clothing to workmen.

In view of the above, it is quite clear that labour welfare is an important aspect of factory life. It is the added incentive that enables the workmen to lead a decent life in the midst of urban congestion, rising inflation and poor living conditions. The labour welfare officer supervises the implementation of welfare facilities covering areas such as safety, health, housing, recreation facilities etc.

## 7. CONCLUSION

As we know, industrial workers are the main pillars of the industrial establishment so that their welfare is a wise investment that helps a firm attract, motivate and retain people both in times of prosperity and adversity. Labor welfare is an important facet of industrial relations and development of human resources in industries. It is a comprehensive term including various services, benefits and facilities offered to the workers. Central Government, State Government, Employees, Trade Unions are involved in providing these welfare amenities to the workers.

Government has enacted a plethora of labour welfare legislations from time to time. Workers have been provided with many welfare facilities and amenities under these legislations. But these enactments have not been enforced in their true letter and spirit. Welfare amenities have not been properly provided to the workers except in units managed by progressive employers or in modern units where the latest technology demands maintenance of adequate standards. It is also experienced and observed that majority of the Labour welfare officers are not being appointed as per the prescribed qualification. In spite of this, it is true that the inspection and supervision of the Labour welfare amenities is not on a satisfactory level.

Therefore, it is suggested that labor welfare officers must be appointed those who possessed a university degree, degree or diploma in social service/ social work from a recognized institution and having adequate knowledge of local language of the area where the factory is situated. Thus, they will perform their duties and responsibilities in a better way, as required by the law and central welfare officer's rules, 1951.

Further, it is suggested that a Tripartite Committee comprising employers, workers, and senior inspectors be set up to discuss how statutory welfare provisions can be effectively implemented and supervised. And it is also required to extend the coverage of statutory welfare amenities to all units irrespective of the number of workers working.

Secondly there is a great variation in welfare measures as between State and State and from industry to industry, and also as between the different units of the same industry. Therefore, it is better to have some uniformity in the welfare measures and a definite minimum standard of welfare should be laid down.

It should be more beneficial if the workers should be involved in the administration of the welfare services. This will definitely remove the doubts and conflicts of the workers.

For this purpose it is suggested that every factory should have an appropriate Welfare Committees, consisting of elected representatives of the trade unions, Labour Officers and the representatives of the management.

The Welfare Committee should supervise, manage and promote various welfare facilities and should work independently.

The welfare committee may be further sub divided in sub-committees, like a canteen committee, house committee and recreation etc.

Therefore, the problem of labourers should be tackled in a proper manner. In this way trade unions can also contribute very much towards Labour welfare work.

Therefore, it is desired that the Trade Unions should propagate and educate the workers about the ways and means of a healthy and prosperous family life. They should make the welfare facilities provided by the employees, voluntarily or under the law, popular among the workers.

In the end it can be concluded that the problem of workers' welfare is of such a great magnitude that no single agency can tackle it successfully.

The professionals, who have the understating of human behavior and also having the knowledge and skill to tackle such problems, can do better with the active support of the trade unions and co-operation of management. Thus, we have made a beginning in this direction but still there is a great scope for improving and extending the welfare activities for the working class.

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