



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC

with 'A' Grade

**Approved by AICTE, New Delhi & Affiliated to Anna
University, Chennai**

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

Unit III - LABOUR WELFARE

Topic 1: LABOUR WELFARE - INTRODUCTION & WELFARE MEASURES





LABOUR WELFARE

DEFINITION:

“Efforts to make life worth living for workmen”.

“A state of faring or doing well, freedom from calamity, enjoyment of health and prosperity”.

“Anything done for the comfort and improvement, intellectual and social of the employees over and above the wages paid, which is not a necessity of the industry”.





CONCEPT OF EMPLOYEE WELFARE

THE TOTAL CONCEPT is a desirable state of existence involving the physical, mental and emotional well-being.

THE SOCIAL CONCEPTS OF WELFARE states the welfare of man, his family and his community.

THE RELATIVE CONCEPT OF WELFARE implies that welfare is relative in time and place. Differs with time, region, industry and country.





OBJECTIVES

- To enable workers to enjoy a fuller and richer life and to improve the efficiency of the workers.
- To develop among them a sense of responsibility and dignity and thus make them worthy citizens of the nation.
- To fulfill the future needs and aspirations of labour.





THEORIES OF LABOUR WELFARE

1. The Police Theory
2. The Religious Theory
3. The Philanthropic Theory
4. The Trusteeship Theory or the Paternalistic theory.
5. The Placating Theory
6. The Public Relation Theory
7. The Functional Theory or Efficiency Theory



VOLUNTARY WELFARE MEASURES

Voluntary welfare measures could be discussed on two broad heads;

- Welfare work by employers
- Welfare work by worker's organisation.





WELFARE WORK BY EMPLOYERS

- Educational facilities
- Medical facilities
- Transport facilities
- Recreational facilities
- Housing facilities
- Consumer cooperative societies



WELFARE WORK BY WORKERS' ORGANISATION

- Textile Labour Association, Ahmedabad (Mazdoor Mahajan)
- Mill Mazdoor Union
- Rastriya Mill Mazdoor Sangh (RMMS)
- Mill Mazdoor Sabha
- Transport and Dock Workers Union



STATUTORY WELFARE MEASURES

- Statutory welfare measures include statutory provisions for welfare work, which depend for their implementation on the coercive power to the government.
- The statutory welfare facilities provided under;
 - Factories Act, 1948
 - Plantation Labour Act 1951
 - Mines Act, 1952
 - Motor Transport Workers Act 1961
 - Contract Labour (Regulations and Abolition) Act, 1970





LABOUR WELFARE AMENITIES AND SERVICES

- Washing facilities
- Facilities for storing and drying clothes
- Facilities for sitting
- First-aid appliances
- Shelters, rest rooms and lunch rooms
- Canteen
- Creche facilities



WASHING FACILITIES

- In Mines Rules, 1955
- Section 42 of the Factories Act
- Section 18© of the Contract Labour (Regulation and Abolition) Act
- - *adequate water facilities, male and female separation*



FACILITIES FOR STORING & DRYING CLOTHING

Under Factories Act, Section 43

provision of suitable places for keeping clothing not worn during working hours and for the drying of wet clothes.

FACILITIES FOR SITTING

Section 42 of the Factories Act

suitable arrangement for sitting position, for supervisors.



FIRST AID APPLIANCES

- Section 42 of the Factories Act

 - first aid box, easy accessibility, in-charge of responsible person, for 500 workers one ambulance.*

- Section 21 of the Mines Act 1952

 - in addition arrangements for taking employees to hospitals.*

- Section 12 of the Motor Transport Workers Act 1961.



SHELTERS, REST ROOMS AND LUNCH ROOMS

➤ Section 42 of the Factories Act

-150 workers, separate lunch room restroom, proper ventilation and lights, cool and clean condition

➤ Section 9 of the Motor Transport Workers Act 1961

-rest rooms for the employees staying and working in nights. proper furniture, lights, ventilation.

➤ Section 17 of the Contract Labour (Regulation and Abolition) Act 1970



CANTEEN FACILITIES

Section 46 of the Factories Act 1948

___ - 250 employees canteen, when the cost of food stuff is borne by management the expenditure of items and running cost should not be taken into consideration.

Section 11 of the Plantation Labour Act 1951

-150 employees

Section 16 of the Contract Labour Act

150 employees

Section 8 of Motor Transport Workers Act 1961.

- 100 or more employees
- the charges of the food items



CRECHE FACILITIES

- Creche facilities are extended to the contract workers by the Contract Labour (Regulation and Abolition) Central Rules 1971.
- 20 or more women ordinarily employed as contract labour, there must be two rooms for their children under age of six.
- Cleanliness



RECAP

QUESTIONS???

THANK YOU