

# Benefits of Labour Welfare Measures: Literature Review

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## 1.ABSTRACT

*Labour Welfare measures is a convenient term to cover all those aspects of industrial life which contribute to the well being of the Employees .It includes various facilities services and amenities provide to workers for improving their health , effeciency betterment and social status .The organisation should provide these facilities to Employees .It has challenge to keep labour welfare and keep our environment safe. The basic purpose of labour welfare is to enrich the life of employees and keep them happy and contented. Welfare facilities enable Employees to have a richer and more satisfying life. In order to maintain better industrial relations and stability in the organizations, these types of welfare facilities can go a long way in improving efficiency in the organizations. Employees have always been an integral part of an organisation and in this study an effort is put to realize the measures implemented to seek employee welfare in service sector by the way of making their work life contented. It has been observed that the workers do not need only monetary benefits but non-monetary also.*

**Keywords:** *Employees, Welfare Measures, Activities, Benefits.*

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## 2.INTRODUCTION

Industrial progress of country depends on its committed labour force. In this respect the significance of labour welfare was recognized as early as 1931, when the Royal Commission on Labour stated that the benefits which go under this nomenclature are of great importance to the worker who is unable to protected by himself. The schemes of labour welfare may be regarded as “a wise investment” which should and usually does bring a profitable return in the form of greater efficiency. Twenty years later, the Planning commission realized the importance of workers welfare, when it observed that “In instruction to get the best out of a worker in the matter of production, at work conditions require to be improved to a large extent. The worker should at least have the means and facilities to keep himself in a state of health and efficiency. This is mainly a question of adequate nutrition and suitable housing conditions. The working condition should be such as to safeguard his health and protect him against occupational hazards. The work place should provide reasonable amenities for his essential needs. The worker should be quipped with the necessary technical training and certain level of general education.

### 3. LABOUR WELFARE MEASURES : ACTIVITIES AND BENEFITS

#### A. Welfare Activities:

Welfare measures into two broad groups, namely:

- Welfare measures inside the labor place.
- Welfare measures outside the labor place.

#### Welfare Measures Inside the Labor place

**1. Conditions of the work environment :** Cleanliness, Housekeeping, Workshop(room) sanitation and cleanliness, Control of effluents, Distribution of work hours and provision for rest hours, meal time and breaks ,Workmen's safety measures-maintenance of machine and tools, fencing of machine, goggles and First aid equipments etc. Notice board, poster, pictures, slogans.

**2. Conveniences :** Rest room, wash basins, bathroom, provision for spittoons ,Provision of drinking water; water cooler ,Canteen services,Management of workers cloak room, rest room, reading room library.

**3. Worker's health service:** Factory health inside, dispensary, ambulance, emergency aid, medical inspection for Workers, health education, fitness research, family planning services.

**4. Women and child welfare:** Antenatal and post-delivery care, maternity aid, creche and child care, women's general education; separate services for women workers, that is, lunch rooms, toilet, rest rooms, women's recreation(indoor); family planning services.

**5. Workers' Recreation:** Indoor game games; strenuous games to be avoided during intervals of work.

**6. Labor:** Formation and working of various committees, that is works committee, protection committee, canteen committee; consultation in welfare area, in production area, in the area of management, in the area of public relations. Workmen's arbitration council. Research bureau.

**7. Worker's Education :**Reading room, library, socializing library; graphic education; adult education; factory news bulletin

#### Welfare measures outside the labor place :

1. **Housing:** Bachelors' quarters, family houses according to types and rooms. Water, sanitation and waste disposals. Roads, parks, recreation and playground.
2. **Schools:** Nursery, primary, secondary and high schools. Markets, cooperatives, consumer and credit societies. Bank and ATM ,Transport. Communication: Post, Telegraph, Internet, Phone, etc.
3. **Health and medical services:** Dispensary, emergency ward, out-patient and inpatient care, personal visiting, family planning .
4. **Recreations:** Games, clubs, skill centres, cultural programmes, education circle, open air theatre, swimming pool, athletics, sports club etc.
5. **Watch and ward:** Security Community leadership development: assembly of elders, females' association / clubs, youth clubs, etc.

#### B. Welfare Benefits

The statutory welfare benefits structures include the following provisions:

1. **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
2. **Facilities for sitting:** In every organization, especially place of work, suitable seating arrangements are to be provided.

3. **First aid appliances:** First aid appliances are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
4. **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
5. **Canteen facilities:** Cafeteria or canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
6. **Spittoons:** In every work place, such as ware houses, stock places, in the mooring area and office places spittoons are to be provided in convenient places and same are to be maintained in a hygienic condition.
7. **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
8. **Washing places:** Adequate washing places such as lavatories, wash sinks with tap and tap on the stand pipe are provided in the port area in the vicinity of the work places.
9. **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office sites. Adequate lockers are also provided to the workers to keep their clothes and belongings.
10. **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, latrines, restrooms, etc.
11. **Maternity & Adoption Leave** – Employees can avail maternity or acceptance leaves. Fatherhood leave policies have also been introduced by various companies.
12. **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to disorder, ailment or injury or pregnancy.
13. **Sexual Harassment Policy:** To protect an employee from annoyances of any kind, guidelines are provided for proper action and also for protecting the upset employee. For more information go through - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

#### 4. REVIEW OF LITERATURE

The literature related to the provision of welfare schemes that influence the employee's satisfaction and efficiency are discussed in this paper.

1. A study by Kumar and Yadav (2002) titled satisfaction level from employee welfare schemes in sugar factories in Gorakhpur division, revealed the overall satisfaction level of workers from welfare schemes was low in both the private and State sugar factories. Further, the workers in both sectors ranked the four employee welfare schemes according to their importance, which fell in the following order case scheme, medical scheme, followed by education and recreation schemes.
2. Robinson, Sparrow, Clegg, & Birdi (2006) in a study identified the key behaviour, which were found to be associated with employee engagement. The behaviours included belief in the organization, desire to work to make things better, accepting of the business context and the 'superior picture', being respectful of and helpful to colleagues, willingness to 'go the extra mile' and keeping up to date with developments in the field.
3. Joseph *et.al.* (2009) studied in the article points out that the structure of a welfare state rests on its social security fabric. Government, employers and trade unions have done a lot to promote the betterment of worker's conditions.
4. Manzini and Gwandure (2011) studied that the concept of employee welfare has been used by many organizations as a strategy of improving productivity of employees; especially in the mobile industry since work related problems can lead to poor quality of life for employees and a decline in performance. It is argued that, welfare services can be used to secure the labour force by providing proper human conditions of work and living through minimizing the hazardous effect on the life of the workers and their family members.

5. A research in different organizations by Patro (2012) identified that the employees are assets of any organization. The needs of the employee must be satisfied in order to meet the goals of the organization.
6. Lalitha and Priyanka (2014) ideated that the welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for healthiness, developed relations and insurance against illness, accident and joblessness for the workers and their families.
7. Patro (2015) in a comparative analysis of welfare measures in public and private sector found that an employees' welfare facility is the key dimension to smooth employer-employee association. These welfare facilities improve the employees' morale and loyalty towards the management thereby increasing their pleasure, fulfilment and performance.

## 5. CONCLUSION

The concept of employees is literally as old as human civilization. As civilization keeps marking so is the role of employee and facilities around him in an organization. As citizens establish a country so are the employees for an organisation. It's high time that employers start realizing that 'No employee - No organisation' concept is omnipresent hence organisations must put more efforts in prioritizing employee needs first. Well the fact that employees have always been the key for every organizational growth, the same has been iterated time and again through various theories by ubiquitous notable intellectual scholars, emphasizing their welfare and development. The concept of employee welfare have reached many milestones in improving the efficiency of employees since work related problems compliment poor quality of life for employees and a decline in performance. The Welfare measures are perquisite for every employee, without welfare measures employee is isolated in the organization. The objectives of the study have been achieved after conducting relevant statistical test and results obtained. The organizations are encouraged to be a driving force regarding these welfare facilities in motivating the employees and increase their work efficiency .

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