

A STUDY ABOUT THE LABOR WELFARE AND SOCIAL SECURITY MEASURES IN INDIA

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ABSTRACT

Welfare of labor is an important aspect today which we cannot ignore if we want progress of our industry. It is essential to make safety and other welfare arrangements for labor. Freedom from want and security against economic fear is the minimum that has to be secured to its people in the country. The role of International Labor Organization (ILO) in certain standards of social insurance has been significant. Social security is the security that the State furnishes against the risks which an individual of small means cannot, today, stand up to by himself even in private combination with his fellows. The quest for social security and freedom from want and distress has been the consistent urge of man through the ages. The Government and the factory owners must fully understand the labor psychology and a change in their outlook and attitude is desired to secure the industrial peace. Nothing should be done under threat but on a clear understanding that whatever is good and is due to the labor, must be given. Industry owners should treat the workers as co-partners. Similarly, workers in the country must understand fully that if they desire to secure their due place in the industrial economy of the country they must think more in terms of responsibilities and duties and not interpret independence for impertinence and liberty for license. Sabotage and violence of all kinds and bitterness in thought, word and deed must be eschewed. Then alone a socialist Democracy is possible in this country and industrial relations of a higher order can be maintained for the benefit of the country and the community.

KEYWORDS: Labor Welfare, Social Security, International Labor Organization (ILO), Committee on Labor Welfare (CLW)

INTRODUCTION

Welfare in Indian Industry implies the provision of medical and educational services, a congenial work atmosphere etc., The need for providing such services and facilities arises from the social responsibility of industry, a desire for upholding democratic and a concern for employees the encyclopedia of social science defines labor welfare as the voluntary efforts of the employees to establish within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond that which is required by law, the custom of industry and the condition of market. The report of the committee of labor welfare set up by the Government of India. In 1969 refers to welfare as a broad concept a condition of well being, it speeds of measures, which "Promote the physical psychological and general well being of the working population".

Labor welfare includes provisions of various facilities and amenities in and around the work place for the better life of the workers. It comprise all human efforts the work place for the better life of the worker. It comprises all human efforts of body and mind, which is exchanged for combination in terms of cash or kind or both. With the growth of industrialization and mechanization, it has acquired added importance. The worker, both in industry and agriculture, can't cope with the pace of modern life with minimum sustenance amenities.

Welfare is a broad concept, referring to a condition of living of an individual or group, in desirable and happy state of relationship with the whole

Environment - ecological, economical and social. Ecological welfare means environmental friendly existence, ecological balance, pollution free existence and proper sanitation. Social welfare is the prevention of discrimination based on cast, creed, sex, establishment of equity and fairness, ensuring safety health and social security

Today, welfare has been generally accepted by employers. The state only intervenes to "widen the area of applicability".¹ It is now accepted that it is a social right. The committee on Labor Welfare (CLW) formed in 1969 to review the labor welfare scheme, described it as social security measures that contribute to improve the conditions under which workers are employed in India. Vaid considers it as an "expression of the assumption by industry of its responsibility for its employees"². Though industrial workers are generally better paid, their conditions of work, and often poorer living conditions necessitate more than minimum amenities and hence most statutory legislation applies to them.

In a resolution in 1947, the ILO defined labor Welfare as "Such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangements for travel to and from work, and for the accommodation of workers employed at a distance from their houses, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed".³ In this paper, labor welfare and social security will be dealt with separately. We will first of all discuss regarding labor welfare.

LABOR WELFARE

The Oxford dictionary defines Labor Welfare as "efforts to make life worth living for workmen". According to N.M. Joshi, Welfare work "covers all the efforts which employers make for the benefit of their employees over and above the minimum standards of working conditions laid down by the Factories Act and the provisions of the social legislations providing against accident, old age, unemployment and sickness"⁴

The term refers to consider the welfare benefits under two basic categories, viz, intra-mural and extra-mural. The following categorization is used by ILO The International Labor Organization (ILO) Regional Conference described welfare to mean "such services, facilities and amenities, which may be established outside or in the vicinity of undertakings to enable the persons employed therein to work in healthy and congenial surroundings and to provide them with amenities conducive to good health and high morale". The services, 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 other words, labor welfare services include all extramural and intramural welfare work, statutory and non-statutory welfare facilities undertaken by the employers, government, trade unions or voluntary agencies. They also include social security - measures which contribute to workers welfare such as insurance, provident fund, gratuity, maternity benefits, workmen's compensations, retirement benefits, etc."⁵

¹ Government of India, Report of the committee on labour Welfare, "Concept and scope of Labour Welfare," Ministry of Labour, Employment and Rehabilitation, New Delhi, 1969, Ch II p.5

² K.N. Vaid, Labour Welfare in India, New Delhi, Shri Ram Centre for Industrial Relations, 1970

³ Quoted from the ILO Resolution of 1947, as in the Report of the Committee on Labour Welfare, op.cit, p.8.

⁴ Narayan Malhar Joshi, known as Nanasahab, Founder of social service League

⁵ The Report of the Committee on Labour Welfare (1969)

LABOR WELFARE: INTRAMURAL

Health and Medical Facilities

A healthy workforce is of utmost importance to industry. The ILO in its conventions and recommendations has laid down standards, which have had a contributory effect on legislation in India. The ILO convention 25 concern sickness insurance and medical facilities to be provided to an insured person⁶ while convention 103 deals with maternity protection.⁷

Canteen

The ILO in its recommendation 102 mentioned this facility and felt that a competent authority in each country should guide establishments with regard to nutrition, hygiene, finance, etc. In India the factories act places the responsibility on state governments to make rules that in any specified factory with more than with 250 workers, a canteen or canteens should be provide and certain standards should be maintained

Crèches

The factories act lays down that in any factory with more than 50 women workers a crèche should be provided and maintained for children less than 6 years in a clean and sanitary condition. The act state that the crèche should be under the care of women trained in child care and should have adequate accommodation, lighting and ventilation the state government is empowered to make rules in respect of standards, equipment and facilities. Mothers are also to be given time to feed their children at necessary intervals. The rules formed by sate government lay down the qualifications necessary for the crèche staffs. The need for kindergarten classes in crèches for children between 3 and 6yearswasalsofelt Facilities for storing and drying clothing:- It is only the Factories Act that has incorporated such a provision. Under section 43 of the Act, "a state government may make rules for the provision of suitable places for keeping clothing not worn during working hours and for the drying of wet clothing".⁸ As per the Maharashtra Factories Rules 1963, "such facilities shall include the provision of separate rooms, pegs, lockers or other arrangements approved by the Chief Inspector in all classes of factories such as engineering workshops, iron and steel works, oil mills, chemical factories, motor garages, tanneries etc."⁹

LABOR WELFARE: EXTRA-MURAL

Housing Facilities

Some of the industrial employers both in public and private sectors have provided housing facilities to their employees. Almost all the public sector enterprises have either provided or are in the process of providing housing facilities to their employees. The employees who are not provided corporation's quarters are paid house rent allowance at some places.

Recreational Facilities

Recreation is commonly taken to be the opposite of work. It has an important bearing on the individual's personality as well as his capacity to contribute to the social development. It affords the worker an opportunity to develop his sense of physical and mental discipline. Music, dance, drama, sports and games, painting, carving etc. are different forms of recreation.

⁶Convention No.25 concerning sicknessinsurance and medical facilities to be provided to an incurred person

⁷ Convention No. 103 concerning Maternity Protection (Revised 1952)

⁸ Section 43 in The Factories Act, 1948

⁹ Chapter v No.75 of Maharastra factories rule

Transport Facilities

The growth of industrial state and workshops outside the city has made commuting a problem for workers. In India, since the public transport system is not fully developed and hardly efficient, the fatigue of travel to and from work has a detrimental effect on the attendance pattern of workers. The CLW after studying the situation recommended that transport on a large scale is best provided by the state; that the local bodies should stream line their operations, increase their fleet and the frequency of buses especially to labor colonies, industrial estate and township, and for carrying workers to and from night shift. They feel that employers could help by giving conveyance allowance

Educational Facilities

The pace of economic and social progress of a particular country largely depends upon the quality of its work force. Education plays a very important part in motivating and enabling the working population for changes necessary for accelerated progress and for their mental and physical development. This has been recognized in our social and economic planning and a suitable financial outlay on education has been made in different five-year plans. Improvement in the quality of the industrial work force demands accelerated pace of economic development for which education of workers, their families, and their children is very essential.

NEED FOR LABOR WELFARE WORK IN INDIA

Compared to other countries, India has much greater need and importance of labor welfare work. Such a condition is caused by certain deficiencies in Indian labor force that are not found in its counterpart in other countries. It is these defects of deficiencies that increase the importance of labor welfare activity in the country. Briefly, the following are the reasons why labor welfare work in India assumes greater importance than in other countries.

LACK OF STRONG LABOR UNION MOVEMENT

In India, even today the workers are not united into a class. Keeping in view the numbers, labor Union movement is still in its infancy. Even in the labor union that does exist, there is a lack of enlightened leadership, and there is no unity between these unions themselves. In absence of properly organized labor Union the workers can neither, place their demands effectively before the employer, nor can they think clearly and systematically of their own interests. As this is force lacking in India, it is essential that the welfare of laborers in the country be efficiently looked after by the employers and the Government.

ILLITERACY

As compared with other countries, the percentage of educated workers is very low, most of them being illiterate. Consequently, they are not in a position to receive advanced industrial training, understand the problems in industries their own interests and those of nation as a whole. This can prove a source of harm not only to the workers but also to the country. Hence efficient, and become responsible citizens of the country.

PROBLEM OF ABSENTEEISM AND MIGRATION

Compared to the workers of other countries the Indian laborer is more restless and does tendentious towards frequent migration because life in the town does not provide for his needs, and the atmosphere in general does not suit him. Also due to inadequate level of wages the laborer cannot comfortably settle down in one place. This may in turn also give rise to Absenteeism. This workers migratory tendency can be curbed by providing him with adequate facilities and conditions, and this also shows a positive effect over the absenteeism in the factory.

LOW LEVEL OF HEALTH AND NUTRITION

The Indian worker as compared with his counterpart in most European countries is unhealthy and ill fed. This shows a definite affect over the production potential. Hence, he is very great need of inexpensive nutritive food and good facility in case of hospitalization.

EXTREME POVERTY

The percentage of people under the poverty line in our country is comparatively high than other countries. So the standard of living is very low. An Indian workers is unable to provide a healthy living for his family and in the case off female workers she is not provide with assistance in case of need. Hence, the labor welfare has much to do in the country. It must assist them by providing them maternity benefits, in old age i.e., provident fund, pensions and gratuity etc.

LACK OF TRAINING

As the percentage of trained workers in India is very low, it is necessary to have training facilities for such a vast labor force.

LACK OF HEALTHY RECREATION

Healthy recreation is also at a premium in the country, the efficiency of labor force is diminished by energy being employed in all kinds of undesirable channels. Hence, it is essential that recreation and enjoyment of a healthy kind be provided

SOCIAL SECURITY

Broadly speaking, financial and social insecurity means inability or lack of capacity of a person or individual to protect himself from the risks of unemployment, sickness, industrial accidents or disability, old age and other contingencies. Thus linked with problems of employees safety and industrial health of workers is the question of provision of security to them by the society or the government.

In industrial undertakings, workers are often subject to periodic unemployment due to sickness, industrial accidents, old age, or on account of financial sickness or not so-efficient condition of business. These may incapacitate a worker temporarily or permanently and lead to unemployment causing financial misery and other consequences. Ordinarily, workers do not have financial resources to cope up with these problems or alternative means of livelihood. In these circumstances it is obligatory on the part of industrial establishment and the government to help these workers and provide them security or what we call social security.

Social security is a system of protection or support provided by the society or government to workers and their families in time of sudden calamity, sickness, unemployment, injuries, industrial accidents, disablement, old age or other contingencies. Social Security is "an attack on five giants that affect workers-wants, disease, ignorance, squalor, and idleness. It is not a burden but a kind of wise investments that offers good social dividends in the long run."¹⁰ Social security is a system of protection or support provided by the society or government to workers and their families in time of sudden calamity, sickness, unemployment, injuries, industrial accidents, disablement, old age or other contingencies.

¹⁰ V.V Giri: Tyagi:Vaid

Social Security Programmers Include

Medicare and insurance benefits, Medical help at the time of injury and accident and provision financial compensation and relief. Pension in case of disablement, Unemployment insurance or allowance, Maternity benefits, Death payments and family pension, Retirement benefits or old age relief etc

SOCIAL SECURITY ISSUES IN INDIA

Steps should be taken to assess their number and to implement the various social security schemes in such areas so that these contract workers are able to derive social security benefits especially since many of such workers are unskilled and have no security of employment. The Social Security Laws in India at present can be broadly divided into two categories, namely, the contributory and the non-contributory. The contributory laws are those which provide for financing of the social security programmers by contributions paid by workers and employers and in some cases supplemented by contributions/grants from the Government. The important contributory schemes include the Employees State Insurance Act, 1948 and the Provident Fund, Pension and Deposit Linked Insurance Schemes framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1948. The three major non-contributory laws are the Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972.

The main issues related to the social security measures in Indian industries are related to that of the basic problems like Health Security, Maternity Needs, Life and Accident Security, Unemployment Security, Old Age Security

CONCLUSIONS

So as to overcome the above mentioned facts the govt has introduce some measures like, providing health insurance by a way of reimbursement for major ailments, house building assistance, scholarships for the wards of workers, life insurance coverage, run accordingly to the schemes been provided by the central govt and also the, follow the National Old Age Pension Schemes(NOAPS).

It debilitates the worker's ability to contribute meaningfully to his efficiency and thus to increase production and improve productivity. It leads to social dissatisfaction and disaffection, especially in the wake of prosperity evident in another segment of the society

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