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Labour Welfare Measures and Its Importance in Industry: An Overview**Seema Rani****Asstt. professor Department of Social Work****Aditi Mahavidalaya (DU) Bawana Delhi-110039,****Arun Kumar****Master in Social Work (NET)****Abstract:**

Because of the social issues that have surfaced as a direct consequence of industrialization taking place inside a capitalist environment, the adoption of a welfare strategy has become obligatory. In response to these social issues, several social welfare facilities have been made available to workers in a variety of industrial units for their own benefit. These amenities are intended to help the workers combat the issues. The labour welfare facility contributes to the convincing and maintenance of representatives. The vast majority of welfare facilities are concerned with concerns of cleanliness and hygiene, which do not result in discontent among professionals who are motivated by the provision of benefit measures. The conditions of workers' well-being, pleasure, and contentment, as well as their protection and progress, are included under labour welfare. There is a growing consciousness and acknowledgment, not just in rich nations but also in emerging ones, of the need of such social measures in industrial employment. Human resources are the most important resource in any business since they are what ultimately determine a company's levels of productivity, goodwill, and quality of standard. This study is based on the secondary data available in the form of research papers, published reports, magazines etc. An analysis of the relevance, significance, and measures for ensuring worker welfare is being carried out here in this study.

Keyword: Labour, Welfare, Industry, Measures

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Introduction:

The well-being of workers is an essential component of industrial relations. Both the worker and the employer benefit from these, since they guarantee that appropriate compensation is received. The rise of industrialization, mechanisation, and computerization has given a fillip to the push for more worker protections and benefits. The personnel in the industries are unable to keep up with the fast pace of contemporary life with the few facilities that are provided for their survival. The employees need more stimulation to keep their bodies and minds in sync with one another. The provision of labour welfare, despite the fact that it was done so in order to contribute to increased production efficiency, is costly. Different employers place a greater or lesser emphasis on the provision of certain welfare benefits for their workforce. The social and economic conditions of employees have an immediate and direct impact on the social and economic growth of the country. It is vital that additional precautions be taken to look after the employees and that they be provided with statutory and non-statutory amenities. This is necessary. The welfare facilities contribute to the motivation and retention of staff members. The majority of the welfare amenities, which should address concerns of cleanliness and hygiene, are not supplied. Providing employees with welfare measures is a motivation for unhappiness among workers. This guarantees that staff members will be happy, which will result in higher productivity.

The wellbeing of employees may have a role in reducing the prevalence of societal ills like as drunkenness, gambling, drug addiction, and so on. The employees have a high risk of being victims of victimisation due to their dissatisfaction or frustration. Because of the welfare amenities, the employees are more likely to have a positive attitude, confidence, and dedication. Any organization's personnel and human resources management should include welfare measures and programmes; doing so will go a long way toward assuring the achievement of the organization's objectives. In the end, this will lead to an increase in the organization's overall productivity. The organisation, working in conjunction with statutory organisations such as labour unions, is responsible for conceiving of and systematising the welfare policies. The government offices responsible for labour stress that basic amenities be adopted in any company; this will guarantee that minimal standards that are necessary for an employee to carry out the tasks and execute functions to the degree that they are satisfied with their work are met.

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What is Labour Welfare

On the negative side, labour welfare activity is associated with reducing the damaging impacts of the large-scale industrial system of production, notably capitalistic in India, on the worker's personal, family, and social life. On the positive side, it deals with offering opportunities for the worker and his family to enjoy a good life in the widest sense conceivable. This personal objective is inadequate on its own. The health, joy, and efficiency of each individual connotes the general well-being of everyone, so labour welfare is primarily in the interest of the wider community. As a consequence, work welfare is a vital component of social welfare. It refers to the labourer's employment and family life being adjusted to the community and social life around him.

The Need for Labour Welfare

The current industrial production system has several negative consequences on the worker's life and actively hinders his natural well-being and legitimate involvement in social life. Indeed, it does not take many reasons to show that our labourer is underpaid, malnourished, works long hours under stressful and harmful circumstances, lives in dark and dingy quarters, and lives a leisurely and sickly existence devoid of education and fun. His is a life devoid of not just riches and celebrity, but also pleasure and beauty. When we consider that the majority of our industrial employees are recruited from basic rural households and have not yet fully adapted to their new metropolitan surroundings, the situation becomes terrible. They come with optimism and leave with pessimism. They acquire new complexes when their previous enthusiasm for life fades. Throughout their limited lives, they sail their shaky boats through a never-ending storm.

Labour Welfare in India:

Indian labour welfare is new. So yet, it hasn't developed a strategy or defined its scope and operations. In the early days of industrialization, plantations and docks had no worker comforts. The novelty of machine production, the anxiety of initial capital mobilisation, the resulting speculation, the acquisition of raw materials, the capture of markets, the fight against foreign and domestic competition, and the negotiation with an unsympathetic government were some of the factors that naturally engaged the capitalists and led to the neglect of worker welfare and interests. Long hours, poor earnings, unsanitary working and residential conditions, and no amenities characterised labour. These unbearable

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circumstances led to labour investigations and the passage of Factory Acts, Mine Acts, etc. to restrict living and working conditions and wages. Amendments have increasingly expanded these Acts' scope and purpose. New Acts like "Workmen's Compensation Act, Maternity Benefits Act, Payment of Wages Act, etc." establish and enforce employers' obligations and duties to their workers. While these Acts have eased some of the employees' problems, they only provide basic benefits. Our labour law is characterised by legalistic conceptions and a contractual perspective of work. Employers often exploit the legislation' gaps. They lack effective monitoring and enforcement of conditions. India's labour laws have only touched on specific issues; they need to be broader.

Review of literature

(Asha, 2019) Studied "A Study on Employees Welfare Measures and Their Impact under the Guidance of" revealed that and Employee safety was recognized as one of the primary success markers of the company. As a result of changes in workers' working lives and market conditions, organizational behaviour has improved significantly. An increasing emphasis on employee health and safety is a result of variables like as globalization, technology, and work design. To ensure the professional and personal development of their workers, companies have implemented standardized policies and procedures.

(Aarthi, Narmatha n.d. 2019) studied "A study on employee welfare measures with special reference to preambular district" discovered this and the term "employee welfare" refers to any effort made to enhance the well-being of workers on a personal, intellectual, or social level in addition to their salary, and which is not required by the industry itself. To keep its staff motivated, the company offers them with a wide range of benefits. Workers' attitudes about their jobs and their well-being were the focus of this research. Providing residents with a basic degree of well-being and social assistance is the goal of welfare.

(Patel 2019)studied "An Empirical Study on Labour Welfare Measures In" found out about it teaching and learning go hand-in-hand. The teaching profession has an urgent need for professional development due to the changing nature of education and student choices. E-learning via a variety of online courses is becoming more important in a variety of sectors. Number of platforms developed by numerous institutions grew by 23% in 2012-13, according to National Students Clearinghouse Research Centre (NSCRC). More than 8.5 million people use Udemy to learn about business, while another 10 million students do the same, according to the renowned online learning site.

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(Buvaneswari n.d. 2017) studied “A Study on Labour Welfare Measures in Select Sugar Mills of Tamil Nādu – An Overview” Work was not regarded a significant part of society for millennia. The philanthropists simply urged a humanitarian approach to improving the living and working circumstances of the Indian labour force, which had no effective organization. Thousands of people displaced from their rural homes faced socioeconomic hardships as a result of India's industrial revolution and the subsequent movement of rural residents to cities and industrial belts.

(Gopinath 2016) studied “How the Compensation Management and Welfare Measure Influence Job Satisfaction discovered this and SEM mode ling was used in this research to examine the impact of compensation management and welfare measures on job satisfaction” among BSNL employees in three distinct SSAs (Secondary Switching Areas). To find out whether the Compensation Management and Welfare Measure (JDI) Scale is connected with BSNL workers' levels of job satisfaction. The JDI scale covered factors such as job, supervision, pay, promotions, and co-worker satisfaction.

(Naresh 2016)studied “An Overview of Labour Welfare Measures in Andhra Pradesh State Road Transport Corporation” workers' well-being also includes their fulfilment and growth, as well as their willingness to do anything for them, intellectual or social, above and beyond the pay they are given, which is not a need of the industry. In addition to keeping workers engaged and motivated, employee welfare programs also help them stay healthy and productive.

(Chaubey and Rawat 2016)studied “Analysis of Labour Welfare Schemes and Its Impact on Job Satisfaction: An Empirical Study discovered this and the purpose of this study is to assess the effect of labour welfare measures on employee satisfaction.” Using the findings of this research, management may better understand how employee job satisfaction is influenced by labour welfare policies. So, it's an investment in the long-term profitability and growth of the company.

(Parwez 2016)studied “Labour and Labour Welfare in Special Economic Zones in India with Special Reference to Gujarat” & This article analyses how welfare metrics are limited by labour regulation that is, at best, experimentally weak. For this reason, we must approach the subject of labour laws and reforms from a perspective that is not focused with de jure legislation but rather with the judicial and executive execution of the law. Despite the fact that labour rules are meant to be in place in special economic zones (SEZs), practical evidence from Gujarat shows that this is not the case. Based on both theoretical and practical research, this work is comprehensive.

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(Bhattacharjee 2015)studied “Labour Welfare Measures in India in Response to Globalization Sharmistha” discovered this and There is a complicated web of international trade, suppliers of raw materials, and markets for the products that result from globalization. Organizations that operate in a highly competitive and complicated global context are able to reach high levels of performance. As a result, the economic, political, and cultural activities of individuals in various nations are becoming more intertwined. Benefits for workers are seen as a long-term investment that saves money and provides firms with a steady workforce as a consequence of the global labour market's shift due to globalization.

(Bhattacharjee 2015)studied “An Overview of Labour Welfare Measures in India in Response to Globalization” discovered this and There is a complicated web of international trade, suppliers of raw materials, and markets for the products that result from globalization. It is not uncommon for firms to do well in a highly competitive and complicated global context. As a result, the economic, political, and cultural activities of individuals in various nations are becoming more intertwined. Benefits for workers are seen as a long-term investment that saves money and provides firms with a steady workforce as a consequence of the global labor market's shift due to globalization.

(Jaishree 2015)studied “A Study on Labour Welfare and Its Impact on Employees' Job Satisfaction In Garment Industries, Tirupur” labour welfare is defined as an improvement in employees' physical, mental, social and cultural well-being as well as a better working environment that is more comfortable and safe. "Labour welfare initiatives should enhance both the work and social lives of those who participate." The additional elements of industrial relations, such as labour welfare, are critical to the well-being of employees, providing them with a sense of fulfilment that even a high income cannot provide.

(Chhabra Shrestha, Kushwaha Vivek S, and Chaudhary Vipin 2015) studied “Study of Statutory Labour Welfare Benefits with Special Reference To Pharmaceutical Companies” found out about it In order to promote Technomic growth, welfare activities are designed to increase output and productivity. Legal compulsion (applied to maintain humanitarian work circumstances) should not be seen as the only means of ensuring the well-being of workers; rather, it should be considered as a reward for the faithful service offered by workers and their employers. Both employers and employees profit from welfare. Addition to pay, the ILO, India's constitution, and labour legislation, such as the factories act of 1948, aim to improve working conditions in order to make employees happier and more productive. Under the Factories Act, workers are entitled to certain statutory benefits.

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(Hassan 2014)studied “Employee welfare programmes: Panacea towards improving labour productivity in the service sector in Nigeria” discovered this and Worker welfare programs might have a positive impact on the service sector's productivity, according to this study. According to this study, employee welfare programs and services boost labor productivity. It is possible to attract and retain workers, aid employees in satisfying their demands, assist in decreasing the unit cost of production, improve morale, increase employee security, and dull the rough edges of managerial authoritarianism with the use of these methods. Further, the article proposes solutions to the problems that have been found in the administration of the benefit program for employees.

(Neiman and Karabarounis 2013)studied “The Global Decline of the Labour Share” found out about it Macroeconomic models rely heavily on the stability of the labour share of income. We show, however, that the worldwide labour share has fallen dramatically since the early 1980s, and that this decrease has occurred in the vast majority of nations and sectors. Firms were able to move away from labor and toward capital because of the fall in the relative price of investment products, which is commonly blamed on improvements in information technology. Although other factors, such as rising profits, capital-enhancing technology development, and changes in the skill mix of the labour population, are also impacting factor shares, the reduced price of investment goods accounts for around half. We discuss the ramifications of this theory for macroeconomic dynamics and welfare.

(Logasakthi and Rajagopal 2013)studied “A Study on Employee Health, Safety and Welfare Measures of Chemical Industry in The View of Salem Region” revealed that the best way to boost productivity in the workplace is to improve worker health, safety, and welfare. Workers' health, physical and mental efficiency, attentiveness, morale, and general productivity will all improve as a result of the employer's different welfare efforts. The provision of suitable canteens, lodging, recreational facilities, medical services, and transportation to and from work are just a few examples of the many services and amenities that make up the overall concept of worker welfare. The purpose of this study is to examine the quality of work life for chemical industry workers, as well as the industry's welfare policies and the degree of satisfaction they report. The data was gathered on time. When completing the questionnaire, it was necessary to have a personal interview in certain circumstances. The researcher employed basic percentage analysis, one-way ANOVA, and the Chi-Square test to examine the acquired data in depth. In order to make sense of the gathered data, several diagrams and graphs were created.

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(B.Rajkuar 2011)studied “a Study on Labour Welfare Measures and Social Security in It Industries with Reference to Chennai” workers' rights are a significant factor in industrial relations, according to this study. Worker satisfaction and adequate compensation are ensured by these measures. A surge in labour-protection measures has been spurred by industrialization, mechanization, and computerization, according to this study. Industrial employees are unable to keep up with current living standards when provided with just the barest of necessities. To keep their bodies and minds in sync, the employees need more stimulation.

(Gomathi Mathi, 2010) studied “A Study of Labour Welfare Measures at Sail” discovered this and any contemporary economy relies on steel, which is regarded to be the foundation of human society. “Steel consumption per capita is seen as a key indicator of a country's socioeconomic progress” and citizens quality of life. Material flow and money creation are tightly intertwined, making it a by-product of a huge and technologically sophisticated enterprise.

(Gallaher 2009)studied “Scientific Management and Labor Welfare” found out that Taylor's scientific management technique was originally a shop management approach to efficient production or shop productivity. The task was to utilise machinery, tools, and supplies efficiently, structure the workplace efficiently, and secure employee cooperation. The American Society of Mechanical Engineers delivered Mr. Taylor's article, A Piece-Rate System, in 1988. It proved the extent and nature of the new system by contrasting the care with which managers frequently dig into every aspect of purchasing, selling, and financing to a more open system.

(Khan, C. P. John, Alejandro et al. 2004)studied “Impact of Globalization on Labour Laws and Labour Welfare in” microorganisms attach to one other and surfaces or interfaces, and are generally contained by a matrix, were discovered. It is currently unknown how biofilms are formed;however, several biological substances play a role in this process. Indole is often thought of as a tryptophan metabolite, however it has recently been shown to have a role in virulence induction, cell cycle control, acid tolerance, and most notably, signalling biofilm formation in bacteria. Indole may play a role in all of these elements of bacterial life.

Labour Welfare Measure

Human resource management is influenced by employee attitudes, which influence organisational behaviour. The science of organisational behaviour and the practice of human

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resource management are particularly interested in attitudes related to work satisfaction and organisational commitment. Job satisfaction is concerned with employees' feelings about their occupations, while organisational commitment is concerned with their feelings about the company as a whole.

Significance:

Labour's centrality and significance as a component in boosting industrial development is well acknowledged. A pleased and contented workforce is the foundation for every organization's growth, and prudent management seeks it out. Only a real and friendly connection between the boss and the workers can bring about industrial peace and harmony. As a result, the employer must deploy labour welfare plans as a means of satisfying and bringing workers closer together.

Human Resource Management relies heavily on labour welfare measures. Labor Welfare Measures are critical in ensuring a healthy employer-employee relationship. Due to the changing economic reality and the expanding social obligations of business, the previous notions of Labour Welfare Measures have radically altered. Technology advancements, such as the creation of supercomputers and complex equipment, have transformed the industrial sector. Congenial and friendly employer-employee connections are critical to an organization's effective operation.

The social obligation of businesses would be deemed labour welfare. Management accepts this social obligation in the assumption that promoting labour welfare would enhance productivity, making it easier for them to become the largest group of organised voters, and help them battle or win over trade unions, and so on. The adoption of measures to enhance the physical, social, "psychological, and general well-being of the working population is referred to as Labour Welfare" in a wide sense. Any organization's welfare effort intends or should strive to improve the working and living circumstances of its employees and their families.

Conclusion:

Human beings are the most remarkable of all living things since they are the only ones who have a need for education, training, motivation, and career planning, as well as the ability to provide timely products and services with the aid of social security and worker protections. Employees are a highly perishable resource that need consistent welfare measures to ensure

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their continued development and effectiveness in this industry. The service industry is one of the most important ones in India, and since it is the one that creates the most jobs, it is in dire need of some welfare reforms. The welfare facilities contribute to the motivation and retention of staff members. The majority of welfare facilities, which include sanitary ways among employees, are provided because workers are motivated by the provision of welfare measures. This guarantees that employees will be happy, which will result in greater productivity.

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