

B.A. Part III (Economics Honours)
Paper – VIII (Labour Economics)
Ravi Shanker Singh
Assistant Professor (Economics)
Vaishali Mahila College, Hajipur

CLASSIFICATION OF THE LABOUR WELFARE

Services may be classified into Intramural and Extramural” Intramural includes services provided within the premises such as Urinals, Latrine, Bathing, Rest room, Canteen etc., and Extramural services are provides in the outside of the premises such as Insurance, Co-operative stores, Recreation Club etc.

CLASSIFICATION OF LABOUR WELFARE WORK

The classification of labour welfare is based on dividing industrial welfare measures into three categories.

- Statutory
- Voluntary
- Mutual

Statutory welfare is the product of the coercive power of the government. Statutory stipulations compel employers to implement welfare schemes. The government enacts rules in regard to labour welfare in order to enforce the minimum standard of health and safety of the workers. Employers have to observe the rules relating to working conditions, hours of work, hygiene, safety, light, ventilation, sanitation etc. Governments have increased the statutory control of labour welfare.

Voluntary welfare includes all those activities which employers undertake for their workers on a voluntary basis. There are some social organizations, which also undertake voluntary welfare work.

Mutual welfare is undertaken by the workers themselves. Some trade unions also undertake the responsibility of workers welfare. Labour welfare is also classified under intra-mural activities, and extra-mural activities. The former include services provided inside the factory premises, and the latter include services and amenities outside the factory.

WELFARE PROGRAMMES FOR ORGANISED SECTORS

Sanitary and Hygiene facilities: - The maintenance of a clean, sanitary and hygiene work environment is now accepted as an important basic welfare amenity. These include toilets and water for drinking and washing. The factories Act requires that every factory must be kept clean and free from effective flowing from any drain or privy; that a sufficient supply of wholesome drinking water must be made available at suitable and convenient points; that separate latrine and urinals for male and female workers must be provided; that spittoons must be kept in convenient places in clean and hygienic conditions, and that adequate, suitable, clean, conveniently accessible and separately screened washing facilities must be provided for male and female workers.

Rest Facilities: - This amenity provides a prescribed number of seats on the shop floor and rest rooms or shelters. This facility helps to reduce fatigue, as it enables a worker to sit down occasionally without any break in his work and contribute to his comfort and efficiency. The factories Act provides that, for the purpose of rest,

suitable sitting arrangements have to be made and maintained for all workers who are obliged to work standing and rest rooms and lunch rooms in a factory with more than 150 workers.

Feeding Facilities: - Mess rooms are an elementary feeding facility, where with a few chairs, and tables and in some cases lockers, workers can sit and eat in comfort, the food they have brought from home. Presently, greater and increasing importance is attached to the provision of industrial canteens all over the world. The construction of canteens is compulsory as per the Factories Act (1948), the Mines Act (1952), Motor Transport Workers Act (1961) and the Plantation Labour Act (1951).

Medical Facilities: - Health care for workers will help to reduce the incidence of sickness and, absenteeism among them and increase productivity. The importance of industrial health care in general has also been emphasized by the international labour organization. The importance of industrial health service is greater in India than elsewhere because of the adverse effects of unhealthy work environment in many factories and also due to the incidence of tropical diseases, long hours of work, low wages causing malnutrition and poor stamina; illness of workers due to ignorance and poverty and urban whitens of life which do not agree with migrated workers

Occupational Health Services: - These are essentially preventive schemes very common in the industrially advanced western countries and are gaining in importance and recognition in large sized undertakings in India. One of the main functions of these health services is to protect workers against the health hazards arising out of the nature of their work or the work environment. The

service includes carrying out of periodical medical checks of certain categories of workers to detect early signs of ill-health and prevent the outbreak of serious health complaints. Section 87 of the Factories Act refers to dangerous occupations and states that the state government is empowered to make rules in respect of any or all classes of factories in which any operation exposes persons to serious risks of bodily, injury, poisoning or disease.