

TOPIC: LABOUR WELFARE IN INDIAN CONTEXT

AUTHOR: SHRI DEO BHARDWAJ

Research Scholar Singhania University, Jhunjhunu (Rajasthan)

INTRODUCTION:

In India, it has been observed that the working condition of labour at work place is not satisfactory. Workers are always in frustration and motivation level of workers is not good. As we know that man is by nature an organic system not a mechanical one. The input of energy such as food, water etc are converted by him into outputs of behavior. His behavior is determined by relationship between his characteristics as organic system and the environment in which he moves. Motivation is positively correlated with concepts of level of aspiration, degree of comfort he gets at work place.

It is rightly said that you can buy a man's time, you can buy a man's physical presence at a given place but you can't buy his enthusiasm, initiative and loyalty. The management thus has to maintain such environment at work place so that worker may perform his duties willingly. It is possible only if management fulfill needs of labour, such as--

- (a) Physiological needs: These needs are basic to life, hunger for food, thrust, shelter and companionship among others.
- (b) Social needs: Every worker / labour wants love and affection from upper authority if he is deprived of these needs he will want to attain them more than any thing else in the India.
- (c) Esteem needs: Everyone has needs for self respect and for the esteem of others. This result in the desire for strength, confidence, prestige, recognition and appreciation and Then workers will work with full dedication. Finally it will affect to the growth of the industries.
- (d) Monetary needs: wages at least sufficient for his subsistent level.
- (e) Fatigue compensation:
- (f) Security and safeguard needs:
- (g) Health maintenance
- (h) Promotion and development needs:
- (i) Recognition of work expectations:

(j) Psychological needs

These all needs are taken care with the labour welfare concept is said to be the concern of management.

Labour Welfare means working out things for the well-being of the labours, knowing their wants and enabling them to fulfill their wants.

Some of the popular definitions for Labour welfare as given by

1. Oxford dictionary - defines Labour welfare as efforts to make life worth living for workmen.
2. R.R. Hopkins - welfare is fundamentally an attitude of mind on the part of the management influencing the methods by which management activities are undertaken.

IMPORTANCE OF LABOUR WELFARE IN INDIA:

India has much greater need and importance of labour welfare than any other country. There are certain deficiencies in Indian labour force those are not found in other countries. It is because of those defects and deficiencies the importance of labour welfare activity in our country has been very much.

Following are the reasons why labour welfare in India has greater importance.

LACK OF STRONG LABOUR 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 if 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.

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 confined with illness. 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 with a healthy living for his family and in the case of female workers she is not provided with assistance in case of need. Hence, the labour welfare has much to do in the country. It must assist them by providing with 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 labour force.

LACK OF HEALTHY RECREATION:

Healthy recreation is also at a priority in our country, the efficiency of labour 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.

INDUSTRIAL BACKWARDNESS OF INDIA:

In India, industrial progress is being aimed through the medium of the five year plans, but industrial progress is dependent on the efficiency of the labour force. The welfare work motivates the workers and maintains efficiency and

productivity. So, we can say that the importance of these activities is great for India in comparison to western countries.

As welfare of worker at work place will improve not only their efficiency but also improve their willingness to perform their duty involving themselves with in duty.

Welfare concept helps to maintain health and skills.

Welfare concept avoids exploitation of worker by employer.

Welfare concept increases the happiness of worker.

Welfare concept motivates the workers at work place.

Welfare concept is the silent incentives.

In India, most of the industries are not using Welfare concept properly at their workplace. In India industrialists compel workers to work in uncomfortable/ adverse conditions. Their uncomfortable conditions lead to serious damages to worker. Therefore maintenance of labour welfare concept is must in the identity premises

REFERENCES:

1. Dr.N.C.Martin, Ph.D (1998) Department of Social Worksheet Chandra Prabhu Jain CollegeMinjur, Chennai.
2. Sharma Dr A. N.(2001) Welfare of unorganized labour publisher Himalaya publication/ Bombay
3. Peck, J. (1999). New laborers? Making a New Deal for the 'working class'. Environment and Planning C-Government and Policy.
4. Peck, J. (1998). Workfare in the sun: politics, representation, and method in US welfare-to-work strategies.
5. Peck, J. and Theodore, N. (2000). 'Work first': workfare and the regulation of contingent labour markets. Cambridge Journal of Economics