

Hello all myself, Alex

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Economics from PES College Ponda,

Farmagudi, Goa. Today I will speak on the topic. Labor, Welfare and

Industrial relations organized by the Directorate of Higher

Education, Goa. So basically here in this module. I'm going to

cover all the sanitary and hygienic facilities that are

provided for laborers working in industrial concerns in India.

So the outline that I'm preferring to go through is the

welfare facilities that are provided to the industrial

workers. This welfare facilities maybe occupational

as well as non occupational.

So the outcomes upon going through this module will be.

The student will be able to explain the Labour welfare

practices that are being followed in India also he will be able

to analyze the relevance of welfare practices for the

workers in India.

So let us go through each one and all the welfare facilities

that are being provided for the

industrial workers. So as we know sanitary and hygienic

facilities, they play a very important role for the

development of industrial worker so the maintenance of a clean sanitary and hygienic worker environment is given a great preference among most of these industrial concerns all across the country. Now they can do it by providing toilets, water for drinking and washing, separate urinals and latrines for both male and female workers as well as spittoons for both male.

And female workers now under this sanitary and hygienic facilities. They can be classified under different groups. So the first one. We come under is the rest facilities that are being provided. Now what are the rest facilities that are being provided? so the rest facilities are basically the seats that are being provided in the restrooms or a shelter places so that the worker can relax from after undertaking work. So this helps the worker to reduce his fatigue and enables the worker to sit down.

occasionally, whenever he is tired. The next welfare facility is of course, the feeding facilities. Now the feeding facilities can be divided into restrooms that are being provided and industrial canteens that are being provided and mobile canteens. What are restrooms? Restrooms are basically elementary feeding facilities with few chairs and

tables as well as locker facilities that are provided for the industrial workers.

Next we go to industry ,accountants, So what is industrial canteens there hold some food and drinks that are provided to the workers are very important. The food is provided at subsidized rates? What are mobile canteens? They're canteens that serve food and drinks to the workers near the work spot?

The next welfare facility that is being provided to the Workers are Other medical facilities now. Why is this medical facility very important. This is important because they are the unhealthy work environment because of the tropical diseases that are located in the country because of the long hours of work due to low wages. So by providing this medical facilities ,the worker is able to get immediate relief in his place of work whenever he meets with any. illnesses or any diseases.

The next one we go through is the occupational health hazards. Health services .Now what are these health services? They're basically preventive measures for hazards that may take occur during the work or at the workplace or in the occupational area. So what is the role of this occupational health

services?. It protects the workers from health hazards due to the nature of work and work environment and it also undertakes periodical check up of the workers to detect if the worker are going through any previous illnesses. The next welfare program that is offered to the workers is basically the family planning programs. Now What are they? What would come under the family planning programs? The industrial concerns would be offering the workers with family planning programs for their workers. And what are the incentives that do they would be giving them they'll be offering them free and subsidized supplies of contraceptives. As well as counseling services, not only that they'll be giving payments of compensation. Paid leave incentives and grants as well to the industrial workers. The next facility, the welfare facility that is provided to the industrial workers are the crèche facilities so what are these crèche facilities. These are the facilities that are provided for the woman workers where babies are working women are taken care of. Now basically it is provided to those children who are below six of years of age in the industrial concerns. They try to

ensure that a trained woman is given the charge of taking care of these children and infants.

The next welfare facility that is provided is the housing facility, so these housing acts are basically passed keeping in mind the benefits of the industrial workers. Now how do they provide it? They are provided by offering cheap and subsidized houses and also by giving them with proper financial assistance. Now, these housing facilities may be provided by the employers. They can also be provided by the workers organizations and they may also be provided by the public authorities. The next welfare facility that we come across is the transport facilities.

So these transport facilities basically refer to the transportation of workers to and from the place of works.

Basically, it would be from the place where they stay to the place where they are going to work now basically this is important because there is lot

of dangerous situations that arises for the working people so to prevent this, they have been provided with this transport facilities. Now, these transport facilities are supplementary services over and about the public and private transports that are being

provided to the industrial workers. Now, why is this transport facilities very important. This transport facilities are very important due to urbanization that has taken place due to the industrialisation. and transport loads and traffic congestion that is taking place.

The next well facility that we come across is the recreation and cultural facilities, So what is this recreation and cultural facilities. They are basically leisure time activity which is a healthy diversion and a spare time occupation.

The benefit that is involved undertaking this recreation and cultural facilities are that it refreshes an individual mentally, lessons monotony and drudgery of everyday work.

The next welfare facilities are educational facilities via basically educational facilities provided they are provided to improve the quality of the labor force.

This is done by basically providing opportunities for training and acquisition of skills and services.

Now very important thing to be noted is that the workers education program has been established with special emphasis on the trade union methods.

The next welfare facilities, are the cooperative savings

facilities. So consumer cooperatives permit the

distribution of controlled commodities on a

cooperative basis.

Not only that they also provide assistance, which is provided by

the management. And besides they also provide rent free

accommodation for the workers as well as well as free supply of furniture

and electricity. So this can basically help in.

increasing the savings among the workers, which will lead to a

increase in satisfaction among the workers. so all these basically lead

to an improvement in his savings. The next welfare

facility that is provided is the cooperative credit societies. So

when we hear the credit itself it's basically a type of a

lending process. So these cooperative societies they

provide credit on a cooperative basis among the industrial

workers so the cooperative credit societies, they helped to

bring down the

Level of indebtedness that might be present among the workers, so

if there is anyone who is owning debts he can bring down this

level through this. He can bring down his debts through the

credit that is being provided by this cooperative credit

societies. The next important welfare facilities is personal .

counseling. Personal

counseling here is advising, counseling is provided to the

workers inside and outside the place of work, they use a

trained social worker.

The next one is the ex gratia payments, which are being

provided to the worker this might be like benefits for

his daughter's wedding or during construction because he has lost

his hand or something and due to accident. He might be provided

with some payments. The next one is ad-hoc benefits which would lead to

timely assistance to the

workers. Of course, the last one is the deaths or serious

illnesses. Injuries due to accidents, daughters marriage,

natural calamities. As I've told in the previous ones.

So from this we can understand what are the different

labour welfare services that are being provided for industrial

workers in our country? So the references I basically used for

my work are basically Punekar and Deodhar-

Labour Welfare, Trade unionism and Industrial Relations.

The other book that I have used is A.M. Sharma.-Aspects of Labour

Welfare and Social Security.