

Changing faces of labour welfare in India

ASIYA CHAUDHARY AND ROOHI IQBAL

Received : June, 2011; Accepted : September, 2011

ABSTRACT

India's labour, force ranges from large numbers of illiterate workers to a sizeable pool of highly educated and skilled professionals. Labour welfare activities in India originated in 1837. They underwent notable changes during the ensuing years. This article is a description of those changes and the additions which were incorporated over a period of time. On the whole, it paints a picture of the Indian Labour welfare schemes. The 10th Five Year Plans have had a tremendous impact. Further, the Indian Planning Commission has laid down measures to enhance the welfare of workers. Welfare work in India (broadly defined) is carried out by various government and non-government organizations of which the most important are National Government, State Government, Trade Unions and the Public Sector and Private Sector non-government organizations. Activities in this area include provision of housing facilities, education, occupational safety and health, etc. The article points out that the structure of a welfare state rests on its social security. Government employers and trade unions have done a lot to promote the betterment of workers' conditions. However, a great deal still needs to be done.

Chaudhary, Asiya and Iqbal, Roohi (2011). Changing faces of labour welfare in India. *Internat. J. Com. & Bus. Manage*, 4(2): 393-400.

Key words : Labour welfare, Welfare funds, Workers' education, Trade union

This paper is basically designed is to generate awareness among the readers to understand the concept of labour welfare. The study enables the reader to gain some valuable insights regarding changing faces of labour welfare in India. The objective of this paper is to share with readers the basic welfare amenities that are provided to the workers in general and have improved over time. Through the recommendations and suggestions, the paper also brings out what measures can be taken so as to improve the welfare schemes to enhance the satisfaction levels amongst the workers and increase the productivity and efficiency of the workers at the same time. On the whole, it paints a picture of the Indian Labour welfare scene.

India's labour force exhibits extremes ranging from large numbers of illiterate workers unaccustomed to machinery or routine, to a sizable pool of highly educated scientists, technicians and engineers, capable of working anywhere in the world. The paper is a description of the changing scenario over the period. On the whole, it paints

a picture of the various Indian Labour welfare schemes.

Concept of labour welfare:

The concept of labour welfare is flexible and elastic and differs widely with time, region, industry, social values and customs, degree of industrialization, the general socio-economic development of the people and the political ideologies prevailing at a particular time. It is also moulded according to the age groups, socio-cultural background, marital and economic status and educational level of the workers in various industries.

In its broad connotation, the term welfare refers to a state of living of an individual or a group in a desirable relationship with total environment – ecological, economic, and social. Conceptually as well as operationally, labour welfare is a part of social welfare, which, in turn, is closely linked to the concept, and the role of the State. The concept of social welfare, in its narrow contours, has been equated with economic welfare. Pigou (1962) defined it as "that part of general welfare which can be brought directly or indirectly into relations with the measuring rod of money. According to Willensky and Labeaux (1918), social welfare alludes to "those formally organized and socially sponsored institutions, agencies and programmes which function to maintain or improve the economic conditions, health or interpersonal competence of some parts or all of a population. As individuals through their

Correspondence to:

ROOHI IQBAL, Department of Commerce, Aligarh Muslim University, ALIGARH (U.P.) INDIA
Email : roohiqba25@yahoo.com

Authors' affiliations:

ASIYA CHAUDHARY, Department of Commerce, Aligarh Muslim University, ALIGARH (U.P.) INDIA