




Labour Welfare

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- Welfare is a broad concept referring to the state of living of an individual or a group, in a desirable relationship with the total environment- ecological, economic and social.
 - Social welfare is primarily concerned with the solution of various problems of the weaker sections of the society like prevention of destitution and poverty.

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- Labour welfare implies the setting up of minimum desirable standards and the provisions of facilities like health, food, clothing, housing, medical assistance, education, insurance, job security, recreation and so on.
 - Such facilities enable the worker and his family to lead a good work life, family life and social life.

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- Labor welfare operates to neutralize the harmful effects of large-scale industrialization and urbanization.
 - Labor welfare is the key to smooth employer-employee relations.
 - In order to increase labor welfare, Employers offer extra incentives in the form of labor welfare schemes.

Two types of labor welfare

- Statutory
- Non-Statutory or Voluntary

Policy theory

- without compulsion, supervision and fear of punishment, no employer will provide even the barest minimum of welfare facilities for workers .
- State Intervention

Religious theory

- workers are not beneficiaries but rightful claimants to a part of the gains derived by their labor.

Philanthropic theory

- Practice of doing well to ones fellow men
- welfare measures for workers

Trusteeship theory

- It assumes that the workmen are like minors and are not able to look after their own interests that they are ignorant because of lack of education.
- Employers therefore have the moral responsibility to look after the interests of their wards, who are the workers.

Public relations theory

- An advertisement or an exhibition of labour welfare programme that help the management projects a good image of the company.

Functional theory

- welfare is used as a means to secure, preserve and develop the efficiency and productivity of labor.
- Healthy labor means better work.