

Summary

Chapter Eight : Employee Welfare

8.1 Nature of Employee Welfare

Welfare means physical, mental, moral and emotional wellbeing of an individual. As per International Labour Organization labour welfare includes such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale.

8.2 Importance of Employee Welfare

Most welfare facilities are hygiene factors which create dissatisfaction if not provided. Welfare facilities, besides removing dissatisfaction, help develop loyalty in the employees towards the organization. Employee welfare improves the image of the employer which helps recruitment and reduces labour turnover. It also minimizes employee social ills like alcoholism or drug addiction.

8.3 Types of Welfare Facilities

Most welfare facilities are classified into measures inside the workplace and those outside the workplace. Welfare measures inside work place include safe and clean conditions of the work environment, effluent control, timely rest breaks, good communication, use of Personal Protection Equipment, conveniences like rest rooms, watercoolers, canteens, subsidized meals. Further health services like first aid, dispensary, ambulance, family planning counseling, medical checkups and women and child welfare measures like maternity aid, crèche & child care are some more inside facilities. Economic services like cooperatives, loans and financial assistance or employment bureau are also offered at the work

place. Many organizations offer labour management participation through works or canteen committees, research bureau, consultations in areas of safety, production, administration and public relations. They conduct workers' education classes, run circulating libraries, display news bulletins and arrange for social education or daily news review.

Welfare measures outside work place offered cover Housing, workers' quarters, water, sanitation, schools for children of all ages, markets, consumer and credit societies, Bus transport, post / telegraph / phones, cultural programmes, festivals, community leadership development, community services, temples etc.

8.4 Safety Aspect.

Systematic training of industrial employees is necessary if they are to do their jobs efficiently and safely. It is not enough to train them in avoiding accidents. They must be trained in different methods of minimizing damage, should the accident occur. They must be trained in administering first aid. Employees carrying hazardous materials & processes need special and continuous training.

Safety measures should be considered while planning a layout and constructing building. Workers must be provided with safe tools and equipment to work with. All machinery must be guarded. Unsafe working conditions have to be eliminated. Employees have to be compelled to wear applicable personal protective equipment like helmets, goggles, safety belts and shoes, before start of work. Aisles are to be kept free from any obstacles. These measures should be checked regularly.

The management should believe in safety and have commitment to safety. Trade unions should prevail

upon both management and its members to undertake safety measures seriously. Involvement of employees in implementation of safety programme is necessary. Such involvement binds them to participate in the safety programme. Employees have to understand causes of accidents to take corrective action, and eliminate them.

Safety posters with illustrations should be put on the walls in the work place. Films on how accidents occur, on the consequential injuries and the need for safety should be screened for the benefit of workers. Both posters and films have most important audio-visual impact. A safety week should be observed and employees of accident free sections be rewarded.

Stringent action against non-compliant supervisors and workers are also required to improve safe operations. Data relating to number of accidents, their severity, man days lost etc. should be properly maintained and periodically updated. Trends should be monitored and communicated to employees to increase safety awareness.

8.5 Related Reading.

Workplace bullying is a new problem HR is required to address now a days. It is aggressive behaviour of some employees which creates fear in minds of their hapless colleagues who dread to attend workplace. It is a red signal for possible workplace violence. Developing a proper work culture is the first step to eliminate this menace. HR should have a clear policy as to what is acceptable behaviour and what is not. HR professionals should identify these potential aggressors and avoid them. In view of the sensitivities involved, the need of the hour is, to have mature and competent leaders/managers who will be able to spot early signs and nip the issue in the bud.