

Statutory and Non-Statutory Safety Measures

Labor welfare work is work for improving the health, safety and general well being and the industrial efficiency of the worker beyond the minimum standard lay down by labor legislation.

1. STATUTORY WELFARE FACILITIES

Statutory schemes are those schemes that are compulsory to provide by an organization as compliance to the laws governing employee health and safety.

Following are the provisions relating to welfare of workers under The Factories Act, 1948:

- a) **Washing facilities:** In every factory adequate and suitable facilities for washing shall be provided and maintained. They shall be conveniently accessible and shall be kept clean. There must be separate provisions for male and female workers.
- b) **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area and office premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
- c) **Drinking water:** At all the working places safe hygienic drinking water should be provided.
- d) **Facilities for sitting:** In every organization, especially factories, sitting facilities must be provided for workers who have to work in a standing position, so that they may take rest when possible.
- e) **First-aid Box:** First aid boxes are to be provided and should be readily assessable so that in case of any minor accident initial medication can be provided to the needed employee.
- f) **Latrines and Urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.
- g) **Rest shelter facilities:** Adequate numbers of restrooms are provided to the workers with provisions of water supply, wash basins, toilets, bathrooms, etc
- h) **Feeding facilities (canteen):** Where more than 250 workers are employed, the state Government may require the opening of canteen or canteens for workers. Rules may be framed regarding the food served, its management etc.
- i) **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.

- j) **Crèches:** In every factory where more than 30 women are employed, a room shall be provided for the use of the children (below 6 years) of such women. The room shall be adequate size, well lighted and ventilated, maintained in a clean and sanitary condition and shall be in charge of a woman trained in the care of children and infants. The standards shall be laid down by the State Government.
- k) **Welfare officers:** Welfare officers must be appointed in every factory where 500 or more workers are employed. The State Government may prescribe the duties, qualifications etc. of such officers.

2. NON-STATUTORY WELFARE FACILITIES

The non-statutory facilities differ from organization to organization and from industry to industry:

- a) **Personal Health Care/Regular medical check-ups:** Some of the companies provide the facility for extensive health check-up.
- b) **Flexi-time:** The main objective of the flexitime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approved by management to meet business commitments while supporting employee personal life needs
- c) **Employee Assistance Programs:** Various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.
- d) **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
- e) **Medi-claim Insurance Scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
- f) **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.
- g) **Educational facilities** for the workers and their children in the form of provision of schools, reading rooms, libraries, financial assistance.

- h) **Medical facilities** for workers and their families in the form of suitably equipped first aid centers, ambulance rooms, dispensaries, for the treatment of disease like TB, cancer, mental disease, etc.
- i) **Transport facilities** for workers residing at a long distance, and the grant of conveyance allowance.
- j) **Recreational facilities** to provide the worker an opportunity to develop a sense of physical and mental discipline, in the form of music, dance, drama, games and sports, paintings hobbies and other cultural activities.
- k) **Housing facilities** are made available in the form of self-contained tenements with all basic facilities like electricity, sanitation and running water supply.
- l) **Consumer comparative stores and fair price shop**, which provide members with good quality food grains and other essential goods at fair and reasonable prices.