

LABOUR WELFARE

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

Labour welfare is a flexible and elastic concept. Its meaning and implications differ widely with times, regions, industries, countries, social values and customs, the general economic development of the people and the political ideologies prevailing at particular moments.

In the words of Prof. H.S. Kirkaldy, "The whole field of welfare is one in which much can be done to combat the sense of frustration of the industrial workers, to relieve them of the personal and family worries, to improve their health, to offer them some sphere in which they can excel others and to help them to a wider conception of life."

In the second Asian Regional Conference of ILO, it was stated that workers' welfare may be understood to mean "such services, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and high morale."

In the conclude form employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Labour welfare entails all those activities of employer, which are directed towards providing the employees with certain facilities and services in addition to wages or salaries.

HISTORY OF LABOUR WELFARE

During the early period of industrial development, efforts towards workers' welfare was made largely by social workers, philanthropists and other religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the factory life.

- **Pre- Independence Era:** The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The

Readings In Social And Labour Welfare

Louis Angelo Boettiger



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Companion reader to Anna Leon Guerrero's *Social Problems* 2nd Edition □ *WOMEN DOMESTIC WORKERS AND THEIR FAMILY LIFE* □ (A CASE STUDY OF GULBARGA CITY) Dr. A.G. Khan, Dr. Ramadevi. K., 2017-01-12 A women domestic worker is a person who works within the employer's household Domestic workers perform a variety of household services for an individual or a family from providing care for children and elderly dependents to housekeeping including cleaning and household maintenance Other responsibilities may include cooking laundry and ironing shopping for food and undertaking other household errands Such work has always needed to be done but before the Industrial Revolution and the advent of labour saving devices it was physically much harder **Social Work and Social Welfare** Shankar Pathak, 2012-02-22 The book traces the changing concepts and contours of social welfare and social work practice in India from the Vedic times to the present day Divided into two parts the first part begins with a theoretical framework in a sociological perspective and then proceeds to trace the historical development of social policy and social welfare in India until the end of the colonial rule Part two of the book begins with the evolution of social welfare in India since independence It then proceeds to discuss the quest for professional status and the practice of social work in a cultural perspective It is also a critique of contemporary social work practice in India with suggestions for a new approach from a developmental perspective The treatment is authoritative and perhaps the first book to study social work and social welfare in a cross cultural perspective drawing upon the Indian history tradition practice It is well annotated with a comprehensive bibliography **Women's Work in the Unorganized Sector** Rekha Pande, 2022-12-30 This book probes into the beedi industry a highly gendered and class divided unorganised sector in India It introduces an analysis of the lives health status and work of the Indian women and girl children in the industry and discusses the role of gender constructions global capitalism and global racism in shaping the ideologies and conceptions about men and women at work The volume presents a gendered postcolonial perspective on women's employment in the context of social and economic processes that are critical to globalization It focuses on Telangana's Nizamabad district where a majority of the women population are employed in the beedi industry Through detailed surveys and case studies the author analyses different aspects of exploitation of these women such as poor working conditions income inequalities health risks and the realities of child labour in the process of beedi making Richly detailed this book will be of great interest to students researchers and teachers of geography particularly human geography and feminist geography women and gender studies feminism labour economics capitalism development studies political sociology and cultural studies It will also be of interest to gender and feminist geographers occupational health professionals NGOs and those interested in the issues of gender and development *Employee Welfare Work* Louis Angelo Boettiger, 1923 *Routledge Readings on*

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Labour Welfare And Personnel Service R.j.reddy, 2004 SPIRITUAL INTELLIGENCE AS RELATED TO SELF-CONCEPT OF B.Ed. STUDENTS Ms. Shikha Sharma, *Social Welfare Work in Jamaica* Roger Marier, 1953 **Labour Welfarism in India** Bhagwan Dass Rawat, 1988 *Placing the Social Economy* Ash Amin, Angus Cameron, Ray Hudson, 2002-05-09 In recent years there has been a great deal of discussion about the social economy and the term the third way has attained a level of household recognition especially in America and Britain Academics and commentators have debated the usefulness of the social economy as a restraint on capitalist excesses with some arguing that the third way is Readings in India's Economic Affairs J. N. Mongia, 1984 **Social Security Bulletin**, 1952 **One Hundred Years of Social Work** Therese Jennissen, Colleen Lundy, 2011-02-17 One Hundred Years of Social Work is the first comprehensive history of social work as a profession in English Canada Organized chronologically it provides a critical and compelling look at the internal struggles and debates in the social work profession over the course of a century and investigates the responses of social workers to several important events A central theme in the book is the long standing struggle of the professional association the Canadian Association of Social Workers and individual social workers to reconcile advancement of professional status with the promotion social action The book chronicles the early history of the secularization and professionalization of social work and examines social workers roles during both world wars the Depression and in the era of postwar reconstruction It includes sections on civil defence the Cold War unionization social work education regulation of the profession and other key developments up to the end of the twentieth century Drawing on extensive archival research as well as personal interviews and secondary literature the authors provide strong academic

evidence of a profession that has endured many important changes and continues to advocate for a just society and a responsive social welfare state One Hundred Years of Social Work will be of interest to social workers social work students and educators social historians professional associations and anyone interested in understanding the complex nature of people and institutions Social work in XXI Century St. Challenges for academic and professional training. Concepción Nieto-Morales,2018-08-03 The book that you hold in your hands or on the screen of any technological device is the result of the effort made by a group of professors with the collaboration of professionals in different universities and study centres in twenty five countries It is title is already revealing Social Work in the 21st Century It is remarkable the coordination of professors Concepción Nieto Morales and Monica Solange De Martino Berm dez for readers to know not only the curriculum of Social Work in each of the countries that appear but also the profile of the student body and the identification and reflection on the challenges that the 21st century poses to the teaching of the profession among other elements Being a social worker in these times requires a previous awareness before starting the long road that begins with academic training and ends with the daily work linked to people who need help they need us to help them to conquer their rights There is something else Social problems over the years seem not to change their name homeless drug addicts minors but we must know that the internal dynamics of these marginalized groups evolve over time We must act according to today s situation with today s schemes otherwise the essence of social work will disappear **Social Protection in Southern Africa** Leila Patel,2017-07-05 A new generation of innovative social protection strategies is emerging in southern Africa Although cash transfers are most prevalent some country strategies include combinations of interventions such as food livelihood inputs and support asset building public works and social services The strategies vary in their commitment to social rights their institutional and funding arrangements the reach scope and design of the programmes and the behavioural conditions attached to grant access The proliferation of national social protection in the Global South has been widely supported by governments international agencies and non governmental organisations NGOs This book offers researchers and policymakers much to think about when considering the rapid growth of social protection in southern Africa the challenges this presents and the opportunities it offers for social development and economic growth Hence the book is a contribution to scholarship and policy debate on how to solve intractable social development problems in Africa and elsewhere This book was originally published as a special issue of Development Southern Africa *PAIS Bulletin* ,1918 *Public Affairs Information Service Bulletin* ,1918

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