

Labour Welfare in a Developing Economy

Iswari Prasad Poddar



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Labour Welfare in a Developing Economy

(A Study of Behavioural Concept of Labour Welfare
and Its Manifestation in Indian Economy)

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Author

Iswari Prasad Poddar



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Preface

The present study was undertaken by the author as a researcher at the Department of commerce, Burdwan university during 1969-72 for the D. Phil degree in Commerce,

The main object of the study is to inquire into the meaning and concept of labour welfare in the developing economy of India which is a welfare state. The specific exploration has been made to identify the behavioural concept of labour welfare, the significance of state's role in welfare and its manifestation since 1947. It is to be noted that the present study is not an account of welfare work in India as a part of Indian economics. While carrying on the investigation main emphasis has been laid on conceptual aspects of labour investigation main emphasis has been laid on conceptual aspects of labor welfare as conjoint of economic welfare and social welfare, notwithstanding conceptual emphasis empirical evidence of the study has been incorporated in two important case studies which constitute the basic parameter of the subject matter. The case studies are based on the data collected from field survey by the author.

Stemming from the main stalk of thought an attempt has also been made to test the basic hypothesis that the concept of labour welfare is largely the manifestation of social welfare function; in the context of the prevailing pattern of trade unionism in the country. The dissertation has been postulated to ascertain the extent of conceptual relationship between welfare, productivity and motivation from the viewpoint of personnel management. This is likely to reveal the contemporary thinking on managerial aspects of labour welfare, which is, by far, the greatest stake for managements.

The present inquiry has been designed not only to analyses the conceptual implications of labour welfare but also to reveal the attitude and the perception of workers vis-a-vis welfare as experienced by them at plant level. As already noted, this micro level assessment of welfare has been instituted by case studies, besides the workers and other employees, a few well-known.

Business executives. Labour experts and government officials have been inter viewed by the author to assess the managements attitude and their evaluation of labour welfare in the country. For this purpose, the

author has visited important industrial centers in order to obtain the relevant information from different cross sections of the managerial groups.

In the ultimate analysis, the future prospect of labour welfare and some policy conclusions thereof have finally emerged in the last chapter. These are likely to establish important social implications of welfare both as a concept and precept in the perspective of future process of industrialization in India.

A select bibliography has been incorporated at the end which will indicate the contemporary literature on the subject which has moulded the author's thought pattern both directly and indirectly while carrying on the research work at the Burdwan University.

The author is deeply grateful to Dr. D.S Ganguly, Professor and the Head of the Department of commerce, Burdwan University for his encouragement and active interest in the research work. The author is also greatly indebted to Dr. R.N Banerjee, Who has most Assiduously supervised the work at every stage without which the thesis could not be completed within so short a period. Sincere thanks are also due to numerous other specialists in the subject, different authorities of important libraries both Indian and foreign, and finally to these employees of two important mills who have extended their most ungrudging cooperation and help for the completion of the thesis in all important respects.

May 1, 1973.

I.P Poddar
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Forward

Our beloved father, Dr. I P Poddar was born into a Marwari Business Family at a time when paramount importance was given to business instead of studies. Success was then measured in our community by the yardstick of one's material possessions instead of intellectual and educational achievements. Coming from this background, he took the challenge to pursue academic research by the side of his routine business activities with equal vigour. His subject of research was social welfare in the Indian Economy within Industry itself to which he belonged at that point of time.

He served as a distinguished member of Development Council in Department of Textiles, Government of India along with being Member of the Central Board of Trustees, Employees Provident Fund and Government of India for more than ten years. Being an ardent supporter of labour welfare he believed in the theory of Socialistic pattern of egalitarian society to which our country also belonged. He was associated with and served on leading industry/associations such as All India Manufacturer Organization (AIMO), The Synthetic & Art Silk Mills' Research Association (Sasmira), Federation of Indian Art Silk Weaving Industry (FIASWI), Silk and Art Silk Mill Owners' Association (SASMA), Indian Chamber of Commerce (ICC) etc. where he was fondly called Doctor Saheb.

The thesis 'Labour Welfare in a Developing Economy' was a revelation on the condition of labour welfare at the time and provided much insight and a roadmap for undertaking further development programmes by various stakeholders of society. He aspired to co-create an Industry that was built on humanitarian values while providing for welfare and inclusive development of society. We hope that his research will be thought provoking and help us understand the long way that Labour Welfare has moved from in the last 4-5 decades. We thank all the concerned persons who lend support & guidance to our father in his this endeavour. Thanks are also due to his family including my mother Shanta Devi Poddar, my sister Savita Almal & my younger brother Pradip Poddar for associating with him in compilation and clerical works of his research papers during those yester day's of which we all have fond memories.

Rajiv IP Poddar

Contents

Chapter 1	The Concept of Labour Welfare	1-24
1.1	The Origin and the meaning of laboru welfare	1
1.2	Evaluation of the uutilitarian concept of welfare	3
1.3	Labour welfare as Conjoint of Economic welfare and social welfare	5
1.4	Strategic significance of welfare concept and welfare state in the context of per sonnel management	6
1.5	Advent of welfare capitalism and its limitations.	8
1.6	Significance of the Theory and Philosophy of Labour Welfare	12
1.7	Some Definitions of Labour Welfare	15
1.8	The Concept of perspective Labour welfare	19
1.9	The Significance of Unresolved Welfare	21
1.10	Reasons for the Expanding of the Welfare Sector	22
Chapter 2	A Critical Survey of Labour Welfare Legislation Since 1947	25-60
2.1	The Backdrop of Welfare Legislation	25
2.2	A Brief Reference to Pre Independence Era of Welfare Development	28
2.3	Main Welfare Laws Since 1947	33
2.4	Factories Act 1948 and Mines Act 1952	34
2.5	The Tea Districts Emigration Act 1933	34
2.6	The Plantation Labour Act 1951	34
2.7	Indian Railways Act 1890: Railways Employees Welfare	35
2.8	The Indian Merchants Shipping Act 1958	35
2.9	The Dock Workers (Regulation of Employment) Act 1948	35
2.10	The Coal Mines Labour Welfare Fund Act 1947	36
2.11	The U.P sugar and Power Alcohol Industries Labour Welfare and Development fund act.	36

2.12	The Coal Mines (Conservancy and Safety) Act 1952	36
2.13	The Bombay Welfare Fund Act 1953	36
2.14	Payment of Wages Act, 1936	36
2.15	The Employees State Insurance Act, 1948	37
2.16	Coal Mines Provident Fund and Bonus Scheme Act 1948	37
2.17	The Employees Provident Fund Act. 1952	37
2.18	Mica Mines Labour Welfare Fund Act 1946	37
2.19	Industrial Housing Legislation	38
2.20	State Legislation Relating To Industrial Housing	39
2.21	Evaluation of the Working of Some Specific Labour Welfare Laws	42
2.22	Evaluation of the Working of the Factory Act 1948	42
2.23	Evaluation of the Working of Labour Welfare in Mines	48
2.24	Evaluation of Indian Social Security System	49
2.25	Comments on the General Structure of Labour Legislation as Affecting Welfare Laws	57
Chapter 3	Nature and Scope of Employer Initiated Welfare Work in Private Sector	61-100
3.1	The Concept of Labour Welfare Work As Distinguished From the Concept of Labour Welfare	61
3.2	Scope of Welfare Work	63
3.3	Welfare Work inside the Workplace	64
3.4	Welfare Work Outside the Workplace	64
3.5	Code of Efficiency and Welfare: The Concept of Moral Sanctions	65
3.6	The Code of Joint Agreement between Government Management and Workers	66
3.7	The Code Enjoining the Government	66
3.8	The Code Enjoining the Management and Workers	67
3.9	The Code Enjoining the Management	67
3.10	The Code Enjoining the Workers	68
3.11	The Purpose and Some Conceptual Aspects of	68

	Employer & Oriented Welfare Work	
3.12	A General Description of Employer Initiated Welfare Work in Some Specific Private Sector Industries	71
3.13	The Background	71
3.14	Cotton Textile Industry	73
3.15	Jute Textile Industry	74
3.16	Iron and Steel Industry	75
3.17	Mining Industry	76
3.18	Mica Mines Labour Welfare Work	76
3.19	Welfare Work in Iron Ore Mines	79
3.20	Labour Welfare Work in Gold Mines	79
3.21	Welfare Work In Plantations	80
3.22	A Specific- Study of Welfare System in Cool Mines	83
3.23	Classification of Labour Welfare Services	84
3.24	Non-Statutory Welfare Services	85
3.25	An Assessment of the Performances of Welfare	91
Chapter 4	Role of Trade Unions in Welfare Work- A Perspective Study	101-112
4.1	A Study of American System of Union Welfare Work Producers Cooperative	102
4.2	Labour Banking	103
4.3	Consumer's Cooperatives	104
4.4	Cooperative Housing	104
4.5	Community Service Activities	105
4.6	Union-Financed Benefit Programmes	105
4.7	Death Benefits	106
4.8	Old age and Disability Benefits	106
4.9	Benefits Provided by Collective Bargaining	107
4.10	Pay During Slack Work Periods	107
4.11	Paid Sick Leave	108
4.12	Paid leisure Time	108
4.13	Paid Leave for Non-Leisure Purpose	109
4.14	Pensions	109
4.15	Death and Survivors' Benefits	109
4.16	Medical Benefits	110
4.17	A Survey of Welfare Work by Workers	110

	Organizations	
4.18	Welfare work by Ahmedabad Textile Labour Association	110
4.19	Welfare Activities of Baroda City Labour Council	112
Chapter 5	Economic and Social Significance of Welfare State	113-146
5.1	Evaluation of Some Implementations of Welfare State Theory	113
5.2	Conceptual Functions of Welfare State	116
5.3	Evolution and Development of Welfare Economics in Welfare State	118
5.4	Emergence of the Concept of New Welfare Economics and Social Welfare Function	122
5.5	Pigovian Welfare Economics Vis-a-vis Developing Economy	126
5.6	Pigovian Welfare System and Post Pigovian Development	129
5.7	National And International Misconception of Welfare State	136
5.8	An Estimate of Some Economic and Social Policies	138
5.9	Economic Growth, Consumers Sovereignty and Welfare Policy: Some Recent Tendencies	140
5.10	An Appraisal of Areas Redistribution in a Welfare Policy	145
Chapter 6	Changes in National Income and Social Welfare Policy	147-177
6.1	Changes in National Income and Welfare	147
6.2	Significance of Social Security as Social Welfare Policy	152
6.3	Social Security as Based on Principles of Social Legislation and Labour Legislation	154
6.4	Implications of Labour Legislation and Specific Significance of Social Justice in Social Legislation	157
6.5	Strategic Impact of Social Welfare and National Economy on Labour Welfare	161

Legislative	
6.6 A Study of Cost of Social Security as Percentage of GNP in Welfare Policy: Impact on National Income.	164
6.7 Effects of Old -Age Retirement Benefits on National Income	171
6.8 Social Security as a Social Philosophy: The Emergence of a New Pattern of Social Welfare as a Perspective Concept of Labour Welfare	172
6.9 Emergence of Social Dependency as Prelude to Social Welfare	176

Chapter 7 Case Study of Company-A 178-201

7.1 Case Study of Company-A	179
7.2 Socio-Economic Background of The Work Force	180
7.3 Concept of Labour Welfare	182
7.4 Perception of Welfare Work	184
7.5 Employee attitude towards Employer initiated Welfare Work	186
7.6 Employee Attitude Towards Union Initiated Welfare Work	187
7.7 Employee attitude towards Union Leaders Vis...Vis Welfare Work	189
7.8 Government's Role in Welfare	190
7.9 Indian Welfare State and Ideology	191
7.10 Job Behaviour and Welfare	193
7.11 Trade Union and Industrial Relations	195
7.12 Summary Conclusions and Comments on the findings of Case-study	196

Chapter 8 Employee Welfare Reaction and Some Concepts of Productivity & Case Study of Company 'B 202-235

8.1 Socio-Economic Background	203
8.2 Concept of Labour Welfare	204
8.3 Perception of Welfare Work	205
8.4 Employee Attitude towards Employer	207

	Initiated Welfare Work	
8.5	Employee Attitude Towards Union Initiated Welfare Work	208
8.6	Employee Attitude towards Union Leaders Vis-a-Vis Welfare Work	209
8.7	Government's Role in Welfare	210
8.8	Job Behaviour and Welfare	213
8.9	Trade Union and Industrial Relations	214
8.10	Summary Conclusions of the Findings	215
8.11	Concept of Labour Productivity in Relation to Labour Welfare	217
8.12	Labour Productivity and Labour Welfare in Developing Economy	218
8.13	Some Contemporary Productivity Problems	221
8.14	Workers' Participation as Micro-Level Productivity Oriented Management Technique	224
Chapter 9	Postulation of Skill Formation and Motivation as Productivity Oriented Welfare Process: A Specific study of Personnel Management Viewpoint	236-264
9.1	Role of Specific Non-Capital Factors, I.E. Education and Training as Welfare Programme in Labour Productivity: The Significance of Skill Formation as Welfare Process	237
9.2	A Comparasion between Indian and British Experience	239
9.3	Importance of Skill Formation in Personnel Management	243
9.4	Some Characteristics of Technical Education and Training in Engineering Industry of West Bengal: Significance of Case-Study of Indian Labour Market	245
9.5	Some Implications of Vocational Training Systems in the Context of Training Costs	247
9.6	"Achievement. Motivation" Training Technique in Developing Economy: The Contemporary Approach to Managerial Skill Formation	249

9.7	Evaluation of Contemporary Motivation Theories : Maslow Theory of Motivation	251
9.8	Technique of Motivation Assessment	255
9.9	Process of Motivating Employees to Higher Productivity	260
Chapter 10	Labour Welfare in Prospect	265-299
10.1	Labour Welfare in Prospect Concept of Social Welfare as the precursor of Labour Welfare: The British Experience	266
10.2	Strategic importance of Social Welfare in India	269
10.3	Towards a General Theory of Social Welfare Policy as a Culmination of Labour Welfare	269
10.4	Postulation and Problems of Social Administration	273
10.5	Perspective of Social Administration as Management Constraint	276
10.6	Prospect of Labour Welfare as Instrument of Social Change in Indian Society	279
10.7	The Nature and Some Trends of Social Welfare in India: A Reference to Labour-Oriented Social Welfare	282
10.8	Importance of Training Schemes	286
10.9	Significance of Social Assistance And Social Security	286
10.10	Family Welfare Services in Urban Areas	287
10.11	Educational Facilities for Children Elements of Social Welfare	288
10.12	Creches	290
10.13	Recreational Activities	290
10.14	Services for the Aged and Infirm	292
10.15	Concluding Observations	294
	Bibliography	300-313

About the Author



Dr. I. P. Poddar, Chairman Emeritus - Calcutta Silk Manufacturing Co. Ltd. & Shanta Synergies Group. After completing his Bachelor Degree in Commerce from St. Xavier's College, Kolkata, he completed his Masters in Commerce from Calcutta University. He also completed his LLB from Calcutta University, He completed his above thesis and got his D.Phil on Commerce. He held various positions in different associations/ organisations/ social services as follows:

- **Chairman, Visvesvaraya Centre of Management Studies (a trust formed to promote studies in managerial areas and develop skill in system analysis and programme designing in software application in Computer)**
- **President, All India Manufacturers Organisation, Mumbai.**
- **Member of the Board of Trustees, SVS Marwari Hospital, Calcutta.**
- **Participated in International Labour Conference (Geneva) as a member of Indian Delegation.**
- **Participated in Indian Economic Conference.**
- **Member, Governing Body, National Labour Institute.**
- **Member, Development Council for Man-made Fibre Industry in India.**
- **Member Committee, Indian Chamber of Commerce, Calcutta.**
- **Chairman, Banking, Finance & Economic Affairs Sub- Committee of Indian Chamber of Commerce, Calcutta.**
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- **Vice Chairman, Silk and Art Silk Mill Owners' Association (SASMA), Mumbai**
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