

## LABOUR WELFARE POLICY & ADMINISTRATION IN HARYANA: A STUDY



\* Dharam Paul



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\* Research Scholar, Dept. of Public Adm, Kurukshetra University, Kurukshetra

### INTRODUCTION:

The term 'Labour Welfare' is very comprehensive and includes various types of activities undertaken for the economic, social, intellectual or moral benefit or moral benefit of the labour community workers. With the rising tempo of Indian industrialization, labour administration has become an important part of a factory organization and, therefore, the importance of labour administration cannot be ignored from the point of view of employers in particular and the workers and the community in general. This requires the setting up of effective administrative machinery both at central and state levels to implement the legislative measures taken on matters connected with labour and to supplement the same.

### Meaning and Definitions of Labour Welfare:

Labour welfare has been defined in various ways though unfortunately no single definition has found universal acceptance. The Oxford Dictionary defines labour welfare as "efforts to make life worth living for worker." Another definition implies that welfare is fundamentally an attitude of mind on the part of management, influencing the method by which management activities are undertaken.

### Need of Labour Welfare:

Labour welfare has become a necessity because of the very nature of the industrial system. Labour welfare measures are required in India because the country is passing through a transitional phase when a rural and agriculture-based society is changing into an urban and industry based society. These welfare services have become necessary to counteract the handicaps to which the worker's are exposed, both in their work-life and folk-life and to provide opportunities and facilities for a harmonious development of the worker's personalities.

### Principles and problems of Labour Welfare:

Labour problems, as the term is understood in modern age arise because of the fact that under the conditions of large scale industry people have to depend on others for their livelihood. The socio-economic status of the workers was far below the status of their employer. As such they could not exercise their free will in negotiating with the employer for employ-

ment. The employer taking advantage of the poor condition of the workers dictated their own terms and conditions with regard to wages, hours of work, leave, etc. The workers were left with no choice but to accept such terms because service was the sole means of earning their livelihood.

### Labour Welfare Policy in India:

Labour welfare policy is basically of action designed to advance the general welfare of the working class. Declaration of National Policy on Safety, Health and Environment at Work place:

"The Government of India has prepared a Comprehensive National Policy on Safety, Health and Environment at Workplace after wider and intensive consultations and deliberations with all the stake holders. The Policy was unveiled during the inaugural session of Indian Labour Conference on 20-02-2009. 10th meeting of the Advisory Committee, constituted under Section 9 of the Dock workers (Safety, Health and Welfare) Act, 1986 was held at Paradip Port on 26th & 27th November, 2008 State Labour Welfare Policy in Haryana (2008-2009): The main objective of Labour department is to maintain the Industrial peace and to implement the different act amongst the employer or employees. The following labour activities are given in the administrative report of the year 2008-2009. Ms. Sarina Rajan, IAS remained as Labour Commissioner at present. The administrative control remained under Ms. Promilla Issar, IAS, Financial Commissioner & Principal Secretary to Government of Haryana. During the year following policies are as follows in the year 2008-2009.

1. Steps taken for welfare of workers: under the report of 2008 and amount of Rs. 75.57 lacs has been disbursed to the industrial workers and their dependents by the Haryana Labour Welfare Board on the schemes mentioned below during the year 2008-2009. 2. Implementation of Child Labour (P&R) Act, 1986: Government of India, Ministry of Labour & Employment vide notification effective from 10-10-2006 has prohibited the employment of children below the age of 14 years as a domestic servants, dhabas (road-side eateries), restaurants, hotels, motels, tea-shops, resorts, spas or other recreational centres. 5. Announcements during the year (2007-2008): In the month of February 2007

Hon'ble Chief Minister Sh. Bhupinder Singh Hudda has announced that State Government will increase the Minimum Wages of Un-Skilled workers at the rate of Rs. 3510/- per month and Rs. 135/- per day. The Department has revised the Minimum rates of Wages effective from 01-07-2007 at the rate of Rs. 3510/- per month and Rs. 135/- per day.

#### **6. Future Planning:**

To ensure Payment of Wages at revised rate to the workers, field officers are mandatorily required to be present atleast in two establishments on the day disbursement of wages. This has brought good result and it has been decided that this system will be introduce more effectively during the year 2008.

#### **Conclusion and Suggestions:**

Industrialistaion in India as in any other country implies the growth of a factory system with employers and wage earners in varying circumstances and with varying characteristics, yet having some common features and it is the common features that are of interest. Workers were exposed to serious accidents because machines were not properly screened. Accidents were considered as normal risk incidental to employment in a factory and the worker who was unfortunate victim of an accident lost his employment and had no right to compensation. The wages paid to the workers were very low. Wages were the only source of their income. The workers found it extremely difficult to live with the wages so earned by them. An examination of the exist-

ing labour policy and administration shows that it covers different aspects of labour welfare in accordance with the provisions enshrined in the Constitution, legislations. The State Labour Department is responsible to get the labour policies and programmes formulated and implemented. It is observed that the Haryana Labour Department is headed by a Minister of State. It is suggested that In view of this, a Minister of Cabinet rank should be appointed to handle delicate matters concerning labour policy and administration in the State of Haryana. The effective implementation of labour enactments re-quires regular interaction between the officials and workers.

It was found that the officials of Labour Department, Haryana, did not contact the workers. It is suggested that the officials should try to establish better rapport among the workers. Training is an important aspect of personnel management. No organization can afford to train its employees regardless of their previous education, training and experience. The increasing pace of technological changes is perhaps the biggest single impetus to go in for some training programme. Apart from the suggestions made on the basis of an explicit analysis of important aspects of labour policy and welfare provisions, what is more important is the strong political will along with dynamic policy, planning, programming, effective implementation, motivation, monitoring and evaluation with active involvement of voluntary organizations for ensuring tangible benefits to the workers.

## **REFERENCE**

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