BOOK REVIEW

by

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Title of Book: Labour Welfare Administration
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The importance of labour is very high in industrial economy of a nation. However, the history of industrial development shows that these labours were not treated with humanistic perspectives in some of the organizations especially factories (https://pubadmin.institute/administrative-theory/hawthorne-experiment-human-factor-productivity). However, there are some organizations which treat labours as human capital and therefore they adopt certain philosophies of labour welfare. This is the backdrop of this book title 'Labour Welfare Administration' edited by Jagdish (Author) and with this backdrop this book shed light on various facets of labour welfare through twelve (12) chapters. These chapters have been reviewed sequentially as follows.

Chapter 1: Labour Welfare-A Historical Account

The chapter introduces the pathetic conditions in which labours worked in textile mills in Mumbai and subsequently explain the role of unions for the welfare of workers, especially central trade unions. The chapter highlight the role of labour investigation committee for improving the social and economical life of workers through welfare, measures by enforcing various laws for implementation. The chapter emphasizes on the role of Indian constitution for the achievement of a social order based on justice, liberty, equality, and fraternity. The chapter concludes with the development of various industrial policies for workers in response to progressive five-year plans.

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Chapter 2: Philosophy of Labour Welfare

The chapter open the discussion on labour perspective from a holistic view which includes physical, mental, moral, and emotional well-being of employees especially for those who are from weaker sections of society. The chapter highlights some labour welfare activities and schemes from transnational perspective with emphasis on future need and aspirations of labours. The chapter also explain the paradoxical views on labour welfare activities from the angle of socialistic and capitalistic economy. In addition to this, the chapter opens an important question i.e., who will bear the financial burden of labour welfare i.e., employer, consumers, society or government. The chapter concludes with a remarkable relationship between organizational commitment and labour welfare activities which eventually leads to industrial peace.

Chapter 3: Theories and Philosophy of Labour Welfare

This chapter introduces the significance of philosophy in life of human beings because it determines the path which people select in their personal and professional life. The chapter highlights seven (07) philosophies of labour welfare which are namely; the policing theory of labour welfare, the religious theory of labour welfare, the philanthropic theory of labour welfare, the paternalistic theory or the trusteeship theory of labour welfare, the placating theory of labour welfare, the public relation theory of labour welfare, and the functional theory of labour welfare. According to policing theory of labour welfare, human beings are considered greedy by birth and therefore whenever they get chance to exploit others through wealth or positional power, they do it. Hence, there must be some control on these kinds of greedy people which is possible by policing mechanism. According to the religious theory of labour welfare, capable people are supposed to feed the poor, give cloths to naked, and provide shelter to houseless travelers. It is believed in every religion that by doing so people prepare their ground work for their next birth so that they can have required resources to make life better with dignity. According to the philanthropic theory of labour welfare, compassion is innate human behaviour and hence, love for humanity is present among all of us which is strengthened by philanthropic activities through corporate social responsibility (CSR). According to the paternalistic theory or the trusteeship theory of labour welfare, the relation between employee and employer is like a family wherein the member who have the superior advantage economically, physically, intellectually, and socially, have the moral obligation to work for the improvement of those who do not have similar advantage. According to the placating theory of labour welfare, employees are like crying children and when their

immediate gratifications are satisfied they become happy and productive for the organizations. According to the public relation theory of labour welfare, employers always want a positive image of their organizations in the eyes of public or society and hence employers do various activities at a regular interval for the public at large especially near to their factory premises and locations where their organizations are located. According to the functional theory of labour welfare, welfare work is a means of securing, preserving, and increasing the efficiency of labour which eventually leads to the growth of national economy and creates wealth for the nations.

Chapter 4: Welfare Measures at a Glance

The chapter emphasizes that for the improvement in the quality of the industrial work, peace of economic development is important which comes through the education of workers, their families and their children. This is achieved by the collaborative effort of private organizations (employers) and government of state and in this context some leading organizations are mentioned in this chapter such as BHEL (Bharat Heavy Electricals Limited), TATA Group, Larsen and Toubro (L&T) etc. The chapter concludes by recognizing the role of various labour unions in safeguarding the welfare, measures for the workers especially labours.

Chapter 5: Structural Adjustment and Labour Standards

The chapter initiates the discussion on international labour standards through the importance of conventions in protecting different interests of labours such as job, income, health etc. The chapter looks at the international perspective in terms of export opportunities for developing nations such as India. The chapter also argues that economic development emphasizes the quality of life, development of capabilities, participation in decision making, sustainable improvements in standard of living-the attributes which directly or indirectly are related to protective, participatory and promotional role of labour standards. In terms of structural changes, the chapter highlights the interdependency among tasks, functions, jobs, and firms because they are integral part of an extended division of labour that needs coordination. The chapter also recognizes the importance of human resource management in relation to training and development of employees working in various firms which supports the economic policy of nation by preventing social pollution. The chapter looks into three types of labour standards namely, standards of protection, standard of participation and standard of promotion through various conventions. The chapter concludes by suggesting three principles for the linkage of

standards to international trade, namely; 'it must be multilateral and exclude any individual initiative by a state and/or group of states and it must be intended to supplement economic development.

Chapter 6: Social Security and Labour Welfare

This chapter introduces the concept of social security through article 38 of Indian constitution which has the purpose to minimize the inequalities in status, facilities, and opportunities, not only amongst individuals but also amongst group of persons residing in different parts of the nation or engaged in different occupations. The chapter cites the definition of social security given by international labour organization (ILO) and according to this definition social security is the extension of social and security measures to provide a basic income to all in need of such protection and comprehensive medical care. The chapter signifies the role of government and its agencies such as employee's state insurance schemes and employees provident fund schemes in bringing social security measures to the people at large even for those who are living in extreme poverty conditions or in remote locations of a nation. The chapter explains various social security legislations in India such as workmen compensation act 1923, maternity benefit act 1961, payment of gratuity act 1972 etc.

Chapter 7: Labour Welfare Administration

The chapter illustrates the significance of chief inspector of factories (an independent full-time functionary under administrative control of labour commissioner) in ensuring enforcement of statutory provisions in respect of safety, health and welfare of employees. The chapter explains the progression of various statutes of labour laws in factories through appointment of more full-time inspectors. The chapter concludes by mentioning two main duties of factory inspectors or facilitators (four new labour codes, 2025) which are field work and office work**.**

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Chapter 8: Welfare Legislation and Health

The chapter initiates the discussion on labour legislation from the perspective of colonial mindset (pre-independence) and post-independence (1947) which aimed at developing livelihood among orphans and poor children through Apprentices Act in 1850. This chapter also highlights the changes in working conditions for labour which initially took place in 1919 (post world war-1) and eventually after second world war i.e., 1948. The chapter discusses various industrial segments such as mines, transport, shipping, ports, railway, and docks from

the legislative angle. By recognizing the legitimate power of trade unions, the chapter outlines the historical development of competitive economy between India and British industrialists. The chapter concludes by emphasizing the revision in old welfare legislation for labours in India with the spirit of a democratic socialist society and possibly this is the reason for introducing new labour codes (2025) by the government of India.

Chapter 9: Legal Provisions

The chapter introduces the statutorily required employer's compliances towards labour legislations for the welfare of employees. These compliances include facilities such as shelters, restrooms and lunch rooms in addition to facilities for storing and drying clothing. The chapter explains the linkage between various other facilities such as first-aid, canteen, creche etc., with perceived organizational performance of industrial establishment. The chapter outlines the importance of labour welfare officer in industrial organization by eliminating traditional concept of 'Jobbers' or 'Mukadams' or 'Sirdars' in order to avoid exploitation of workers and employees.

Chapter 10: Codes of Conduct

The chapter recognizes the role of private sector enterprises in the economic development of a nation or social dimensions of international trade. However, the chapter also initiate the debate on voluntary and non-voluntary labour welfare policies designed and implemented by private sector enterprises. The chapter highlights the rising importance of professional accounting firms and new consulting firms in social accounting and monitoring with specific orientation towards labour relations or inspection. The chapter explicate the significance of code of conduct in employer branding through communication in media in addition to specific focus on social labelling programmes. The chapter concludes with emphasis on social policy implications through private sector initiatives aimed at job creation and collaborations with NGOs and intergovernmental agencies.

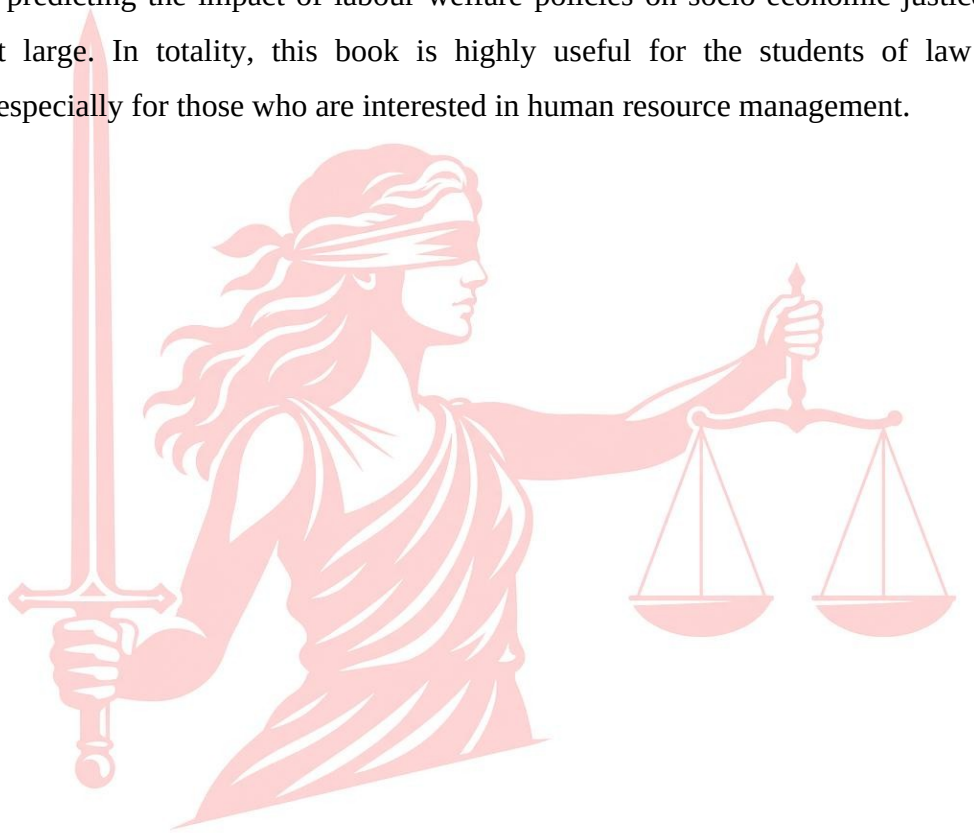
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Chapter 11: Position of Welfare Officer

This chapter highlights the importance of specialists from the background of humanities and social sciences in industrial context. These specialists come from different subjects such as sociology, psychology, economics etc. The chapter emphasizes that industries should recruit and select trained social scientists for the organizational positions such as labour welfare officer or industrial relation officer.

Chapter 12: Problems of Labour Welfare

The chapter outlines the problems faced by unorganized workers especially in agricultural sector across villages of different states in India and gives a clarion call to government for anti-poverty schemes. The chapter emphasizes on seven welfare theories (religious, philanthropic, trusteeship, placating, police, functional, and public relations). The chapter concludes by predicting the impact of labour welfare policies on socio-economic justice for the people at large. In totality, this book is highly useful for the students of law and management especially for those who are interested in human resource management.



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