



An Overview of Labour Welfare Measures in Andhra Pradesh State Road Transport Corporation (APSRTC)

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ABSTRACT

Care for Employee “attempts were made to make the workers life worthwhile” welfare also includes the satisfaction and advancement and ready to do anything for workers, Intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry. “Employees welfare activities keep employees active and they also increase the motivation levels.

Legal and Non Legal schemes are of two different types of welfare schemes, related to employees. Health and Safety are the two major aspects of statutory scheme, which is a compulsory one for the employees, consent to the laws of governing, whereas the non statutory scheme is not a standard one which also differs from company to company and also industry.

The key aspiration of employee's health and safety is to cultivate the employee's life and to keep them happy. Advantages of non-statutory would result in kindness, civilization, humanitarian emotions. It is one of the best ways for caring, hearing, knowledgeable and involved.

It is also important to make sure that frontiers and employees irrespective of different levels of a particular organization are adjusted to the culture and sustaining according to the organization

Keywords: Welfare measures, employee's satisfaction, Statutory Non –statutory



INTRODUCTION

Good results in trade or business relies on satisfaction of the labor and in this regard the significance of health and safety of the employees were accepted a long back.

The economic development of any nation depends on how best the available resources are utilized. In order to make this resource effectively, the government of India organized an Independent Ministry of HRD for the better development of human resource Labor.

According to S.T. Edwards (1953) He described significance of Labor welfare as “time of any individual and his physical presence can be purchased, whereas interest of a person, self initiative, honesty and determination to the work cannot be purchased. It has to be created between management of the organization and their employees, provision of constructive opportunities for satisfying the major motivating desires of human action”

Importance of Labor Welfare by Arthur James: Irrespective of the wages paid to the labor which is a mere requirement, any facility or comfort provided socially or intellectually in any industry or organization.

Understanding the Scope and Concept of Labor Welfare

Aim and Objective of Labor Welfare first came into picture during the period (1914-1918). During this period welfare of the labor has not shaped a thought in any one's mind. Labor welfare has received inspiration from the concept of democracy and welfare state.

In 1969, board of labor welfare is defined as; aptitude and conveniences, capable canteen facility, recreational clubs for relaxation of employees, sanitary and required medical facilities, necessary preparations for travelling and at the work location, stay facility and for the workers travelling from a long distance and such other service, amenities, facilities or



arrangements also include preservative security measures, which can contribute in advancing the different conditions under the circumstances of an employer or work location.

According to N.M. Joshi categories under Labor Welfare are: “required endeavor made for the prosperity of the labor by an employer, providing basic work conditions which are standard as recommended by Factories Act, above all of this Social Act which covers accidental insurance, old age, un employed people and ill health”.

According to International labor organization

Services covered under safety and health of workers is as follows: facilities and amenities which may be established in, or in vicinity of, providing healthy atmosphere to workers to perform better, providing improve and better upright and industrial economic conditions as voluntary acts and intellectual conditions.

(Sharma, 1997, p. 294) Congenial relationship between the workers and their management is the key success of labor welfare activities or programs which is said as per the philosophy. The worker is expected to have basic information and experience that relevant to his/her job. Based on the directions given to the worker or an employee, it leads to a positive counterpart to the benefits of the organization, all this can be accomplished only when the workers or employees are delighted.

Theories of Labor Welfare

Different theoretical justifications suggested which may induce the employers to promote different welfare activities. The following are the philosophies on labor welfare. (Railkar, 1990)

- **Religious Theory**

Welfare activities are considered to be necessary under this theory on the basis of religious principle.

It is a tail to appeal to the religious sentiments of the employer. It may also be interpreted as employers don't want to be under sinful acts of exploitation and profit making.



Religious appeal demands sharing the fruits of progress and wealth partly with your fellow beings. Even God will not tolerate too much selfish and acquisitive tendency. Therefore making some compromises with employees who are working becomes the religious duty of every employer.

- **Philanthropic theory**

Closely related to religious principle is the theory of charity or philanthropy. This theory goes a step ahead and argues that everyone should have brotherly relations with the rest of mankind. Every rich person should help poor as his or her responsibility. Mutual help within the society alone will help to build up a pleasant and cooperative atmosphere.

- **Trusteeship theory**

The theory takes a patronizing behavior en route to industrial production and ownership of resources. The entrepreneur, according to this theory, is not an owner but only a trustee and looks after the productive activities. It is the duty of the entrepreneur to distribute and use the wealth wisely in the larger interest of every workman who contributes to the productivity wealth. The entrepreneur is therefore only like a big brother or elderly member of the house, an authorized person of the overall welfare of all his employees. Mahatma Gandhi was a strong advocate of the guardianship philosophy of labor welfare programs.

- **Policing theory**

Based on this theory welfare is a legal or statutory duty of every employer. Under this theory every employer is compelled to make available minimum comforts to the common laborers such as basic wages, minimum safety, security provisions, promote paying wages and other benefits. As stated in this theory or philosophy employers are compelled to contribute to the minimum facilities under the fear of punishment. The State regulation, supervision, inspection of the industrial premises helps to ensure satisfactory completion of the 'police function' of the entrepreneur in promoting welfare.



- **Placating theory**

Based on this philosophy, employers promote welfare not as a matter of charity, but as a fruit of sustained efforts on the part of the working class of employees. It is a matter of right of the working class to organize itself into militant unions, to plan agitation activities and compel the employers to concede more and more pre-requisites to the working class. Therefore stronger the common laborers unity, greater would be the benefits in the form of welfare provisions. The employers are frightened not by the laws of the State, but by the unity of the employees that compels them to placate or satisfy the working class.

- **Efficiency/Functional criterion**

According to this theory welfare promoting activities are demanded on the grounds of efficiency or functional criterion. There is an attempt to relate additional expenditure on the welfare promoting activities on one hand and resultant increases in the productive efficiency of the workers, on the other. It is argued that every addition to the welfare promoting activity is found to pay rich dividends in the course of time. Therefore the theory takes a commercial approach to labor welfare activities.

- **Public relations theory**

As stated in this theory, welfare activities are provided to make a positive impression from the view point of employees and the public, later part, peculiarly the facilities like play room, required canteen amenities, will create a positive feeling in the employees as well in the public. Some employers proudly take their visitors around the plant to show how well they have organized their welfare activities.

- **Social theory**

Obligations related to social as well the industrial which have been established considering a great importance in now a day. The communal philosophy says that factory is properly obligated in advancing the working conditions of its laborers.



The Labor welfare should gradually become social welfare. It is also identified from the above theoretical explanations on workers health and safety that no single theory can explain the large variety of welfare activities that are provided by the modern industrialists for the benefit of the working class. Therefore total welfare programs in modern times can be said to be an outcome of a composite effect of several theoretical considerations.

Labor Welfare Departments in India

In India, the main agencies engaged in labour welfare include: (a) Central Government; (b) State Governments; (c) Employers; (d) Workers' organisations; and (e) Voluntary organisations. The contributions of these agencies are discussed below:

(a) Central Government:

The Central Government has passed many Acts for the welfare of different types of workers. It also administers the fulfillment of industrial and labor laws. The important Acts which incorporate measures for the well-being of the workers are: Factories Act, Indian Mines Act, Employment of Children Act, Maternity Benefits Act, Plantation Labor Act, etc. Under these Acts, companies have to provide certain basic well-being to the workers.

(b) State Government:

The fulfillment of many provisions of different labor acts or regulations rests with the State Governments. The State Governments run health centers, educational centers, etc. for the well-being of the workers. Management or the employers who are observed are functioning welfare programs for employees which are found to be imperative Central as well as the State Government.

Governments at the state level entitled to determine regulation by keeping in view of employee's health and safety and to recruit or appoint pertinent jurisdiction for administering welfare facilities in respect to different labor laws

(C) Employers:

Many employers provide voluntarily welfare facilities along with the statutory welfare facilities. These include residential lease accommodation to employees, medical and transport facilities, reading rooms, scholarships to children of workers, patronize teams of employees for hockey, football and many more. With the help of associations and employer or their management will be



able to facilitate welfare activities independently or generally. Management of Organization has to play a lead role in accommodating the welfare activities to industrial employees. Employers have to play a major role in providing welfare facilities to industrial workers

d) Trade Unions:

Trade Unions are supposed to raise the welfare of workers and naturally they are expected to provide certain welfare facilities to their members. Unions can provide educational cultural another facilities to their members. Some trade unions like the Rashtriya Mill Mazdoor Sangh are doing good work in the field of labour welfare. In addition, Textile Labour Association, Ahmedabad provides certain facilities like schools, social centers, libraries, legal aid, etc. to the textile workers

(e) Voluntary Organisation:

Some social -welfare and charitable organisations conduct social welfare activities which are useful to all sections of the society including industrial workers. These agencies provide medical aid, educational facilities, scholarships, etc. However, the contribution of such organisations in labour welfare is not so significant

ROLE OF TRADE UNIONS IN PROMOTING LABOR WELFARE

The trade union movement is an off shoot of industrialization. Section 2(h) of the Trade Unions Act 1926 defines a trade union as any organization, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workers and employers, between workers and workers, and between employers and employers or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more trade unions. Trade unions are also defined as a continuing, long term association of employees formed and maintained for the specific purpose of advancing and protecting the interests of members in their working relationships (Yoder, 1950, p. 29). These organizations of workers are formed to promote, protect and improve through collective action the social, economic, and political interests of their members (Flipppo, 1971, p. 57).

The functions they provide in India are as follows:

- Representation



- Negotiation
- Voice in decisions affecting workers
- Member Services
- Education and training
- Legal assistance
- Financial discounts
- Welfare benefits.

Labor welfare activities, such as, health service centers are provided in India on the basis of the philosophy that a good medical service centre will help ensure the steady improvement of the job satisfaction and productivity of the labor force. It is assumed that a healthy worker should be a basic requirement of any organization. It is, therefore, incumbent on the part of the employer to look after the health of the workers and to provide such facilities which would ensure against minimum health hazards. The country's labor welfare laws prescribe the minimum standards for occupational health and safety and the more progressive employers undertake labor welfare activities that effectively protect the health of both their laborers and their dependents. In return, they generally receive the cooperation of their labor force and higher levels of labor productivity and efficiency.

LABOUR WELFARE MEASURES BY APSRTC

As per Provisions of AP Labour Welfare Fund Act 1987 which came into force w.e. f. 1st May 1988 the Corporation is recovering Rs.2/- from each employee (other than Supervisors and Managers) through the Salary Bill of December towards employee contribution and remitting the same amount together with employer contribution @ Rs.5/- per employee before 31st January of the following year to the Labour Welfare Fund.

The A.P. Labour Welfare Board has been implementing various Welfare Schemes for the benefit of employees. The Welfare Commissioner releases a Notification every year in the month of January calling for applications for sanction of Scholarships. Applications can be had from the



Office or the concerned Asst. Commissioner of Labour or Asst. Labour Officer. Filled in applications with certification of the Unit Officer shall be submitted to the Asst. Commissioner of Labour before is" February of the year. The following are the benefits under the scheme.

1. Scholarships for the Employees and Employees children;
2. Scholarships to Physically Challenged Students
3. AIDS Treatment
4. Marriage Gift
5. Emergent Economic Ameliorative Relief (to the family of deceased employee)
6. Financial Assistance to the employees in case of natural death.
7. Financial Assistance for Loss of Limbs
8. Rest House facility at Tangutoori Anjaiah Rest House, Musheerabad, Hyderabad
9. Vocational Courses Training Scheme
10. Maternity Benefit
11. Family Planning Scheme
12. Financial Assistance for treatment of chronic disease
13. Funeral Expenses

1. Scholarships for the Employees and Employees children;

The following amounts are granted towards Scholarships

Sl.No	Course	Amount of Scholarship per Student per Annum
1	10 th Class	1000/-
2	ITI	1000/-
3	Polytechnic	1500/-
4	Engineering	2000/-
5	Medicine	2000/-
6	Law	2000/-
7	B.Sc (Agri)	2000/-



8	B.Sc (Vet)	2000/-
9	B.Sc Nursing	2000/-
10	B.Sc Horticulture	2000/-
11	B.C.A	2000/-
12	M.C.A	2000/-
13	B. Pharmacy, M.Pharmacy	2000/-
14	B.B.A	2000/-
15	M.B.A	2000/-
16	Diploma in Medical Laboratory Technician	2000/-
17	P.G. Diploma in Medical Laboratory Technician	2000/-

2. Scholarships to Physically Challenged Students :

Physically Challenged Children (Student) of employee are given a Scholarship of Rs.2000/- each once in a year.

3. AIDS Treatment :

A Financial Aid of Rs.20, 000/-- is given towards the treatment to the employees Who are suffering from AIDS.

4. Marriage Gift :

Self marriage of female employee or Employee daughters marriage (One of the family members only) provided with Rs.9.000/- Fixed deposit and Rs.1.000/-value Pressure Cooker and the employee has to apply within six months from the date of marriage. (Above Rs.10, 000/-- monthly salary is not eligible)

5. Emergent Economic Ameliorative Relief(to the family of deceased employee)

Under the scheme, Financial Aid of Rs.20, 000/-- is paid to the family of the employee who died in accident. The application for the aid has to be submitted within one year from the date of death of the employee.

6. Financial Assistance to the employees in case of natural death:



An amount of Rs.10,000/-- is paid towards financial assistance to the family members of deceased employees in case of natural death. The application for the aid has to be submitted within one year from the date of death of the employee.

7. Financial Assistance for Loss of Limbs:

Under this scheme, if any employee disabled (loss of limbs) due to accident. Rs.20,000/- financial aid is provided. The employees who are availing the benefit of ESI and benefit under Compensation Act are not eligible for the Financial Assistance.

8. Rest House facility at Tangutoori Anjaiah Rest House, Mushirabad, Hyderabad

Rest house facility is provided on payment of nominal rent of Rs.75/- per day.

Vocational courses Training Scheme:

Under this scheme Free training facility in tailoring. Embroidery and Type Writing is provided for family members of the employees.

9. Maternity Benefit: Female Employees are eligible for financial benefit of Rs. 5,000/- towards delivery expenses for two issues only and the same has to be claimed within one year from the date of delivery.

10. Family Planning Scheme An amount of Rs 2,000/- is given under this scheme upto two children only. Application for sanction of benefit under the scheme shall be made within one year from the date of operation. The benefit is not applicable to the employees whose salary is above Rs. 10,000/-

11. Financial Assistance for treatment of chronic disease: An amount of Rs.20000/- is paid for long treatment like Cancer, Kidney, Brain Tumor, Heart diseases, paralysis, Gynec to the employees and their families on submission of application within one year from the date of treatment. The employees who are availing the benefit of ESI or from the Management are not eligible for the Financial Assistance.

12. Funeral Expenses: An amount of Rs.5, 000/- is paid towards funeral expenses to the family in case of death of the employee. The application for grant of the amount shall be submitted within six months from the date of death of the employee

CONCLUSION:



State Transport Corporation is giving various facilities to its employees, to increase the efficiency of the organization. To educate their children they are providing fee reimbursement scheme, hospital is maintained by the transport corporation separately for the families of the employees. If the employees are unable to work due to health constraints they providing job to the children of the family to run family without any financial problems. Financial assistance is giving to the chronic diseases; they are providing funeral expenses to the families to meet the expenses. Transport corporation providing various welfare facilities to their employees.

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