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## EMPLOYEES WELFARE MEASURES IN AN ORGANIZATION

Pooja Pawriya

### ABSTRACT

Since 1991 (New economic policy) the whole concept of organization has been shifted to focus on employees and workers. The organizations have realised that their biggest assets is their employees. Schemes of Employee welfare may be regarded as "a wise investment" which should and usually does bring a profitable return in the form of greater efficiency and a key to excel in the hyper competitive environment.

**KEYWORDS:** Wise investment, Hyper competitive environment.

### INTRODUCTION :

Industrial progress of a country depends on its committed Employee force. Employees are the main assets to any organization. They help the organisation to survive and grow faster. The organizations which



have right employees at right place at right time rules the business world. Therefore employee welfare is a task of major concern. Welfare is a broad concept referring to a state of living on an individual or a getup is a desirable relationship with the total environment – ecological, economical and social. Employee welfare includes both the social and economic contents of welfare..

### EMPLOYEE WELFARE

According to the committee on Employee welfare, welfare services should mean Such services, facilities, amenities as adequate canteens, rest and recreation facilities

sanitary and medical facilities, arrangements for travel to and from the for the accommodation of worker employed at a distance from their homes and such other services, amenities and facilities including social security measures, which contribute to conditions under which workers are employed.

### A FEW DEFINITIONS EMPLOYEE WELFARE ARE:

Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry

### According To Arthur James Todd

Worker welfare should be understood as a meaning with services, facilities and amenities which may be established in or in the vicinity of undertaking to enables the person employed in them to perform their work in healthy and peaceful surrounding and avail of facilities which improve their health and bring high moral.

### According To ILO

Employee welfare measures increase the productivity of the organization and promote healthy industrial relations. Organizations provide welfare facilities to their employees to keep their motivation levels high. The welfare scheme can be classified into two categories.

### STATUTORY

Statutory welfare facilities comprise of those facilities required to maintain compulsory

standard of health and safety of workers, such as How to work, Hygienic Atmosphere etc. & which are mandatory for the organization in accordance with government rules.

### Under the provision of Factory Act (1948) the following Welfare Facilities are provided

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#### Drinking Water

Effective arrangements shall be made to provide and maintain at suitable points conveniently situated for all workers employed therein a sufficient supply of wholesome drinking water. In every factory where in more than two hundred and fifty workers are ordinarily employed, provisions shall be made for cooling drinking water during hot weather by effective means and for distribution thereof.

#### Latrines And Urinals

Sufficient latrine and urinal accommodation, which should be of prescribed types, should be conveniently situated and accessible to workers at all time. Such toilets should be enclosed and should be separate for male and female workers. All such accommodation shall be maintained in a clean and sanitary condition at all times.

#### Spittoons

In every work place, such as ware houses, store places, in the dock area and office premises spittoons are to be provided in convenient places and some are to be maintained in a hygienic condition.

#### Washing Facilities

Adequate and suitable facilities for washing shall be provided and maintained for use of the workers. Separate and adequate screened facilities shall be provided for the use of male and female workers. Such facilities shall be conveniently accessible and shall be kept clean.

#### Storing And Drying Clothing Facilities

In every factory suitable arrangements shall be provided and maintained for requiring the provision of suitable place for keeping clothes not worn during working hours and for the drying of wet clothing.

#### First Aid Appliances

In every factory wherein more than five hundred workers are, there should be provided and maintained an ambulance room or ambulance van. First Aid appliances and First Aid box to be provided and should be readily assessable to the needed employees. Such first-aid box or cupboard shall be kept in the charge of separate responsible person, {who holds a certificate in first-aid treatment recognized by the State Government}

#### Canteen

Canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees for their good health.

### Shelters, Rest-Rooms And Lunch-Rooms

There should be adequate and suitable shelters, rest rooms and a lunch room with provision of the drinking water, where workers can eat their meals at the time of rest interval.

### Crèches

Crèches facilities should be provided in every factory wherein more than 30 women are employed, for the use of the children under the age of 6 years.

### Welfare Officer

The officer who doing the work regarding the facilities which are provide to the workers for their welfare, known as Welfare Officer. There should be a welfare officer in every organisation.

### NON STATUTORY/VOLUNTARY

Non statutory or voluntary welfare measure includes all those activities which employers undertake for the welfare of their workers on a voluntary basis to increase work efficiency. They differ from organisation to organisation.

#### They may include:

#### Medical check-ups:

Some of the companies provide free medical check-ups for their employees.

#### Flexi time:

Flexible work schedules are initiated by the employees and approved by the management to meet business commitments while supporting the employees personal needs. The main objective of flexi time policy is to provide opportunity to work with ease and comfort.

#### Insurance scheme:

Employers provide various Insurance schemes to the employees for the coverage of expenses related to hospitalization due to illness, diseases, injury or pregnancy. Various kind of leave-

Various kind of leaves are provided to the employees such as married leaves, compassionate leave, family leave, birthday leave etc.

#### Maternity Leave:

Women employees can avail maternity leaves. Some companies also provide paternity or child care leaves.

#### Retirement Benefits:

Various kinds of retirement benefits provided to the employees such as fixed pension, extension in retirement age, occupational retirement scheme etc.

#### Holiday Package:

Most of the companies provide holiday package to their employees with any additional cost.

#### Harassment Policy:

To protect the employees from any kind of harassment guidelines are made for proper action.

#### Referral Scheme:

Most of the companies encourage their employees to refer friends and relatives for employment in the same organization.

### CONCLUSION:

Employees welfare measures increase the motivation level of the employees which results into an increase in the productivity and overall performance of the organization. Employers provide both statutory and non-statutory benefits to maintain satisfactory level of employees. When employees get better facilities their work performance increase. They feel ease at work as a result more engaged and committed to the organization.

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