

Study on Statutory & Non Statutory Scheme at Work place Scheme

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Abstract

Industrialization is the important for economic and agricultural development of nation. Industrialization creates employment, national income, per capita income. In industrialization process the employee's role is important therefore welfare facility motivate their work and the condition of working class. Hence employees are the best kind of investment for promoting industrial efficiency beside employee's welfare has tremendous potential for festering good industrial relation. The organization are made up of people without organization cannot exist the resource of man money material and machines are collected co-ordinate and utilized through people by themselves cannot fulfill the objectives of the organization.

Paper Identification



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Introduction:

Employee welfare comprehensive terms in including various services facilities amenities provided to employees for the betterment. The basic purpose of employee welfare is to improve the lot of working class and thereby make a worker a good employee and a happy citizen. In the era of globalization, privatization the best employee is valuable asset of the company. No organization can serve without good manpower in any organization lies with its manpower. Manpower is the most vital asset for any organization unless this manpower is not skilled, disciplined, committed therefore welfare scheme is an important part of the company. Proper implement welfare facilities that benefit to increase production enjoyed their work and also achieve organization goal and objectives.

Objective of Study

1. To Know the Importance of Employees welfare facilities
2. To study the statutory and non-statutory Facilities

Importance of the employee's welfare scheme:

Welfare measure was accepted in 1931 when the royal commission on labour stated the benefits are of great importance to the worker which he is able to secure by him. The scheme of labour welfare may be regarded as wise investment because these would bring a profitable return in the form of greater efficiency. The working environmental in the factory adversely affected on health of employees because of exercise heat, cold, noise, dust and lack of sanitation such create health problem for worker. Second reason in favors of welfare work is called the social invasion of factory worker face lots of adjustment problem in their work-life, workers have to put in long hours of work in unhealthy surroundings un available of facilities. The high rate of Employees absenteeism in Indian industries is indicative of the lack of commitment on the part of workers, for they want to escape from their environment whenever possible. This absenteeism can be reduced by the providing of good housing, of health and family care, canteens where healthy balanced diet is made available in congenial surroundings. Good educational and training facilities for workers are also very necessary in industries. In these and many other ways, Employees welfare has an important, positive and dynamic part to play in the industrial economy, particularly in developing countries.

Scope of Employees Welfare Scheme:

The need for labour welfare was strongly felt by the Committee of the Royal Commission on Labour as far back as in 1931, primarily because of a lack of commitment to industrial work among factory workers and also the harassment they received from employers. This need was emphasized by the Constitution of India in the Chapter on the Directive Principles of State Policy, particularly in the following Articles

Article 41: The State shall within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement, and in other cases, of undeserved want.

Article 42: The State shall make provision for securing just and humane conditions of work and for maternity relief.

Article 43: The State shall endeavor to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment.

Classification of Employees Welfare Schemes

The classification of Welfare Facilities into two categories statutory, voluntary facilities..

Statutory Welfare Schemes

Statutory welfare is the minimum standards of health, safety, light, ventilation sanitation etc

Provisions of Factories Act Regarding Labour Welfare facilities: Sections 42 to 49 of the Factories Act, 1948 contain specific provisions relating to welfare of Labour. Sec.42 to 45 applies to all factories of the number of

workers employed. Sections 46 to 49 are applicable to factories employing more than a specified number of workers. The statutory facilities are as follow.

1 Drinking water

In every organization all the working place provides safe hygienic drinking water

2Washing Facility

In every organization sufficient adequate facilities for washing are made available so that the workers may use of them. Separate and adequately facilities be provides for male and female workers conveniently accessible and be kept clean.

3 Facilities for Sitting

The Factories Act requires that the employer of every industry, suitable and comfort sitting arrangements provides and maintain for all workers.

4 First Aid Appliances

Every industries be provides first aid appliances proper place to readily accessible during all working hours .the number of such boxes to be provides and maintain not be less than one for every 150 workers ordinarily employed at any one time in the factory.

5 Canteens facilities

Canteen facilities require in the factory which ordinarily employing more than 250 employed in organization to provide and maintain a canteen.

6 Shelters, Rest Rooms and Lunch Rooms

Every industries which ordinarily employs more than 150 workers is required to make provision for adequate and suitable shelters , rest rooms and lunch room, with available drinking water, where workers can take their meals .

7 Crèches:

In every industry need in which ordinarily employs more than 30 ladies workers, shall be provides and maintain suitable room for the use of children.

8 Welfare Officers:

The Factories Act, 1948, The Plantations Act, 1951 and Indian Mines Act, 1952 in every industries need wherein 500 or more workers are employed to appoint welfare officers.

Non-Statutory Welfare Schemes

Non Statutory welfare services, facilities those activities provides by industries to motivate or encourages for their workers .

1 Education Facilities

Many industries encourage their employees to pursue further studies such as skill development through training programs .many Industries usually provide reading room facilities, libraries, news bulletins, and literary discussion facilities to their employees. Education facilities are provided to the children of the employees also in different forms either by setting up their own educational institute.

2 Housing facilities

The purpose of provides housing facilities to the employees to improve the standard of living. Providing houses near the workplace enable the employers to get the services of their employees quickly and reliably.

3 Transport facilities:

Transport facilities provided by industries to travel its employees to and from their homes in time, for this purpose industries may use its own transport facilities. These facilities are made available to the employees either free of cost or nominal rate.

4 Recreation Recreational facilities:

Recreational entertainment including indoor and outdoor games, music art, gymnasium and club membership, may also be provides to the employees for keep them physically and mentally strong.

5 Insurance Facilities

Some Industries provides insurance facilities to their employees to cover their medical expenses and to compensate for the loss arising incident of the insured employees.

6. Personnel Counseling

Personnel counseling means the service, workers are able to receive advice and counsel on some of the personnel and also on personal issue, inside and outside of their place of work the personnel counseling often help a worker to overcome his anxiety and troubles.

7. Distress Relief and Cash Benefits

This service is related to ex-gratia payments which fall under distress relief and cash benefits. There is reasons cash payments should be encouraged in serious illness or injury due to an accident to a worker, daughter's marriage, and natural calamities like floods, drought, famine, and cyclone etc.

Conclusion:

In industrialization process the employee's role is important therefore welfare facility motivate their work and the condition of working class. Employees are the best kind of investment for promoting industrial efficiency beside employee's welfare has tremendous potential for festering good industrial relation. Employee's welfare facilities contribute to the development of the health and safety of the employees and increase more productive work force. Proper implementation of these schemes enable workers to enjoy a richer life as well as improve the productivity and efficiency of workers promote healthy industrial relations also make more active interest in their jobs and to help increase the standard of living.

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