

UNIT-VIII (Maintenance)

Outcome of this Presentation

This Presentation will cover CO6

Statement of CO6 is as follows:

Apply good Human Relation Policy to improve work culture in industries.

Employee Welfare

Employee or labour welfare is a comprehensive term including various services, benefits and facilities offered to employees by the employer. Through such generous fringe benefits the employer makes life worth living for employees. The welfare amenities are extended in addition to normal wages and other economic rewards available to employees as per the legal provisions.

Dr Parandikar, "Labour welfare work is work for improving the health, safety and general well being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation".

Importance of Welfare of Employees

The working environment in a factory adversely affects the health of employees because of excessive heat or cold, noise, fumes, dust and lack of sanitation and pure air. Such oppressive conditions create health problems for workers. These have to be contained through preventive steps aimed at improving the lot of workers.

The congested environs, noisy machines, slum areas, monotonous jobs impact the psyche of ruralities who come to cities in search of jobs. To escape from such trying conditions, the worker absents himself, becomes irregular and shows signs of indiscipline. Such changes – known as the social invasion of the factory.

It is not an easy task however to look beyond the profit margins and focus on employee well-being in times of shrinking bottom line, but then that is perhaps the need of the times. There are many organizations however who consider employee welfare as a hygiene issue.

Administration of welfare amenities

Administration of Welfare and recreational include:

- Canteens
- Consumer Stores
- Credit Societies
- Housing
- Legal Aid
- Employee Counselling
- Holiday Homes
- Educational Facilities
- Transportation
- Parties and Picnics

Social Security

Social security is a security that society furnishes through appropriate organization against certain risks to which its members are exposed. These risks are contingencies of life like accidents and occupational diseases. Employer has to provide various benefits like safety measures, compensation in case of involvement of workers in accidents, medical facilities, etc., with a view to provide security to his employees against various contingencies.

Purpose of Employee Safety in Industry

The main purpose of effective safety programmes in an organisation is to prevent work - related injuries and accidents. A well managed factory will see to it that there are no physical hazards such as

- Slipping, Tripping, or Falling on the Floor Hazards
- Obstruction and collision Hazards
- Equipment Hazards
- Hazards from Falling Objects
- Fire Hazards

The most important workplace factors that can affect health workers' performance include;

- Job aids,
- Goal-setting,
- Supervisor support,
- Workplace incentive,
- Performance feedback,
- Defined processes,
- Physical factors,
- Social factors
- Environmental factors.

Safety Previsions under the Factories Act 1948

Section 21: Fencing the Machinery

Section 22: Work on or Near Machinery in Motion

Section 23: Employment on Dangerous Machines

Section 24: Devices for Cutting off Power

Section 25: Self-Acting Machinery

Section 26: Casing of New Machinery

Section 27: Prohibition of Employment of Women and Children Near Cotton-Openers

Employee State Insurance Act, [ESI] 1948

The Employees State Insurance Act (ESI Act) was enacted with the object of introducing a scheme of health insurance for industrial workers.

The scheme envisaged by it is one of compulsory State Insurance providing for certain benefits in the event of sickness, maternity and employment injury to workmen employed in or in connection with the work in factories other than seasonal factories. The ESI Act, which has replaced the Workmen's Compensation

THANK YOU