**10. LABOUR WELFARE**

**Concept of Labour Welfare**

Meaning and Scope; Impact of Industrialisation on the Working and Living Conditions of Workers; Industrialisation and Family Living--Economic, Psychological, Organisational and Socio-Cultural Aspects.

**Objectives of Labour Welfare**

Welfare Services and Promotion of Labour Welfare; Improved Working and Living Conditions and quality of Life of Workers; Greater Efficiency and Better Performance of Work People; Industrial Harmony, Economic Progress and Peace, Promotion of Total Well-being of all.

**Labour's View of Welfare**

Overall Improved Conditions of Work and Living; Economic Well-being, Psycho. Logical Satisfaction and Social Happiness of Work People: Labour Welfare Facilities in the Factory and Outside Factory Premises; Statutory and Non-Statutory Welfare Facilities and Benefits; Labour Welfare in a Changing Society Employer's.

**Approach to Labour Welfare**

Survey of Employer's Attitude towards Welfare in General; Philanthropic, Legalistic, Utilitarian, Humanitarian and Democratic Approaches to Labour Welfare: Labour Welfare as Management Philosophy.

**Aspects of Labour Welfare**

Theory of General Wellbeing of Man and his Family-Health and Hygiene, Safety and Social Security, Recreation and Welfare Amenities; Co-operative Credit Societies and Stores; Workers' Education, Family Planning; Housing and Township; Community Service; General Impact of Labour Welfare on the Workers' Quality of Life.

**Industrial Hygiene and Occupational health**

Industrial hygiene and Occupational Health in the Factory and at Home; Working Environment-Factors in the Working Environment; Working Conditions, Environment and Productivity: The Work and the Workers; Special Problems of the Young, the Older and the Women Workers: Hygiene and Safety Problems in the Mines and the Plantations; Accidents-Causation and Prevention; Rehabilitation of the Disabled; Occupational Therapy-Occupational Diseases and their Prevention; Stress and Strains in industry: Organisation of Medical Facilities in a Factory.

**Methods of Labour Welfare**

Historical Retrospect; Social Reform; Voluntary Services; Labour Legislation; Socio-Political Aspects of Labour Welfare; Integrated Labour Welfare-Plans and Programmes; Labour Welfare Research.

**Labour Welfare in India**

Evolution and the beginnings; First World War and after; Royal Commission on Labour in India; Through the Second World War; Labour Welfare and the Constitution of India; Scope of Labour Welfare in Indian Industry-Worker's reaction and management's response; State and Labour Welfare; Welfare Policy and Enforcement.

**Agencies for Labour Welfare**

Labour Welfare and Welfare Officer in Indian Industry.

(a) Special Role of Welfare Officer;

(2) Statutory duties and functioning of Welfare Officer (In Personnel Management);

(3) His Perspective and Limitations;

(4) Pre-requisites for Success;

(5) New Challenges and Expectations;

(6) Training of Welfare Officers; Other Agencies for Labour Welfare-Employer, Trade Union, Social Organisation, Public Institution, Statutory Body, etc. Activities of the Maharashtra Labour Welfare Board and its Contribution to Working Class Well-being.

**Labour Welfare: New Challenges and Perspective**

Improving Environment and Quality of Working Life (QWLI; Concept of Quality of Working Life; Legislative Frame-Work and Organisational Setting; Goals, Methods, Techniques of Dealing with Quality of Working Life; Quality of Working Life Perspective-Implications for Industrial Safety and Environment Protection; Trade Union's Involvement in Monitoring Industrial Safety and Environment Management; Industrial Health and Family Welfare; Welfare Scheme; Family Pension Programmes and Economic Progress; Welfare of the Unorganised Labour; Labour Welfare in the Informal (Industrial) Sector; Labour Welfare and Working Women; State and Labour Welfare; Labour Welfare and Distributive Justice; Labour in a Welfare State; Comparative Labour Welfare in Industralised Market Economics and Centrally Planned Economics; 21st Century Labour Welfare- Major Issues and Prospects.