CHAPTER III

LABOUR WELFARE - THE INTRA-MURAL ASPECTS

In this chapter some important aspects of welfare activities will be discussed. The field of labour welfare activities is very comprehensive. Hence for the sake of study this subject can be broadly divided into two parts, namely, Intra-Mural and Extra-Mural Activities. In this chapter we shall discuss the Intra-Mural Activities of employees welfare.

Intra-Mural welfare activities broadly constitute working conditions. Basically, suitable working condition is a part of the larger concept of labour welfare. Under Intra-mural welfare activities, a number of things like fixing and regulating hours of work, inplant training, rest intervals, working condition within factory like lighting, temperature control, ventilation, sufficient space for the movement of workers during work, cloak room, washing facilities, cleanliness and sanitation, noise control and safety precautions, canteen services, rest and lunch room facilities, health services, cooperatives and other items are included.
In fact the field of labour welfare activities is so broad that a study of labour welfare team appointed by the Government of India in 1946, thought it desirable to divide the welfare activities into three categories:

Firstly, there are welfare activities which may be called statutory, i.e., the employers are bound to provide certain basic welfare facilities under the various labour laws. In order to preserve the minimum standard of health and safety of workers, the government enacts certain legislative measures which have to be observed by the employers. They relate to certain essential working conditions, like hours of work, lighting arrangement, hygiene and sanitation etc.

Under the second category comes those welfare services that enlightened and liberal employers provide voluntarily without any compulsion of law. Under voluntary welfare come those activities which are undertaken by employers for the benefit of their workers. This idea may apparently seem to be philanthropic but on a deeper look into the matter we find that various welfare activities for the labour are a sound investment in industry. The welfare work increases the efficiency of the workers and reduces the chances of conflict between them and their
employers. Voluntary welfare work is also undertaken by some Social Service Organisations, like Bharat Sewak Samaj and the Y.M.C.A.

Under the third category which can be called mutual will come these services that employer and trade unions undertake jointly in a corporate spirit.

An I.L.O. Expert Committee on labour welfare reported in 1963 that such activities can be divided into two categories:

(i) Those services which are provided internally by the industrial enterprises like washing and bathing facilities, urinals and laboratories, creches, restrooms and canteen, facilities for drinking water, health services which also include safety measure against occupational hazards, administrative arrangements for the supervision of welfare services inside the factory, uniforms etc. come under the first category.

(ii) The second category will include those services which are provided by the undertakings like security against sudden risks of unemployment, provident fund and gratuity facilities, maternity benefits, rehabilitation grant, welfare funds, medical benefits which may
also include family planning measures, training facilities, dependents' benefits, transportation facilities from homes to the sight of work.

It will be obvious from the foregoing description that the field of labour welfare work is broad indeed. In fact, the items list could have been increased. In future too as the scope of welfare state increases the field of welfare activities will also increase. Many other items which we cannot think of at present are likely to be included in the list. It is clear that justice cannot be done to such a vast field of study in the course of a single chapter. Hence it was thought proper to divide it into two chapters. In the present chapter we shall discuss the following items of labour welfare activities:

WORKING CONDITION AND ITS IMPORTANCE

In this chapter we shall discuss the importance of the working conditions. The conditions under which the employees have to work, have a profound influence on the health, efficiency of the employees. It is said that environment creates the man, and if we improve the environment 'we improve the man also'. It is neither possible nor
desirable to carry on day to day work under unhealthy
surrounding. In their work-life, employees have to work
for long hours in unhealthy surroundings. The minority
of factory work continues to have adverse effects on
them even after words. It is natural that healthy and
bright surroundings inspire the workers and make them
work harder. Concentration in work is very essential
and this concentration is possible only if there is no
outside disturbances.

It must be noted that good working conditions
have a favourable effect not only on the health and
efficiency of the workers but also can be very effective
in checking their migratory character, reducing the rate
of absenteeism, and promoting good industrial relations.
In the absence of good working conditions, workers will
always grumble and may also absent themselves from the
work as they will think that their job is very dry. It
is also to be noted that not only the workers are bene-
fitied with good working conditions but the employers also
gain with greater efficiency, production increases and
the management get committed workers. It may be noted
here also that one of the main causes of the migratory
character of Indian labour is that the workers who come
from the open surroundings of villages find the work
atmosphere in the industrial centres very depressing and he feels miserable and tries to go back as early as possible.

In view of the foregoing discussion following aspects of labour welfare activities are discussed:

(a) Working Hours and Rest-Pauses
(b) Ventilation and Lighting Indus
(c) Temperature Control and Humidification
(d) Noise and Work-Posture
(e) Industrial Safety and Accident Prevention
(f) Sanitation and Cleanliness Inside the Factory
(g) Some other Welfare Amenities

(a) Working Hours and Rest-Pauses

The length of a working day during which a worker is required to work in any occupation has a great bearing upon his health and efficiency. In this section, we shall discuss therefore, the importance of regulation of working hours, its distribution, rest pauses etc. This factor is the most important component of working conditions and, therefore, also very important item of employees welfare.
Hours of work have a very close relation with the health and efficiency of workers. In case of long working hours, the workers get tired quickly and grow slack in their work. The workers do not take interest and develop the habit of wasting their time in loitering about. According to Dr. Loknathan 'from the point of view of production the hours should be such that the workers are in a position to produce the maximum output without impairing their own efficiency'.

Again the health and efficiency of the workers depend mostly on the total number of hours they have to work, its division into work and leisure, the provision of rest-pauses. If the working hours are unduly long in any industry the workers become over tired. 'Fatigue', it has been nicely said, 'is a chemical process and over-tired person is literally a person poisoned by his own waste product'. Therefore, we see that the health of a worker is adversely affected by long hours of works. If the working hours are continuous without any provision

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1 Loknathan, P.S., 'Industrial Welfare in India', University of Madras, 1929, p. 132.
for rest intervals in between, then it is all the more harmful. The importance of good industrial health needs no emphasis. Health does not mean only the absence of illness. It is a positive concept which denotes vitality of body and mind.

Very long hours of work can cause harm to the efficiency of workers both directly and indirectly. Directly, the health of the worker is subjected to heavy strain by physical exertion. Then he may shirk work and may become slack in his duty. The indirect injury is that an overtired worker cannot refresh himself through normal modes of recreation. Then he takes to drink and intoxications which, in the long run, spoils his health and efficiency.

In the early days of industrial production, working hours used to be very long and also continuous. In India, for long time the British industrial owners kept the working hours very long without any fear of control from the ruling authority at that time. Over and above the employers in India complain that Indian labour is incapable of steady and continuous work. They are found absent from duty. It should be noted that this habit of the workers is mainly due to long hours of work
which have prevailed in the country for a long time.

The climatic condition in the country and unhealthy working conditions, point to the necessity of lower working hours. A normal period of working hours with a provision of rest interval in between would enable the worker to perform their duties more efficiently and happily. Hence, the question of reduction in the hours of works has always been an important question for the industrial workers. The I.L.O. has all along laid great emphasis on a reasonable total work hours. However, it was not till 1948 Factories Act that the 48 hours' week was introduced in India.

Proper division of working hours and its regulations by the higher authorities will also stimulate production. Regulation of the hours of work is also necessary in the interest of industrial peace. An overworked employee not only becomes incapable of doing satisfactory work due to exhaustion but also cannot get time for various social obligations. Ultimately, he develops a feeling of disgust and grudge against his employers. In this atmosphere there cannot be any industrial peace.
The need for organised rest-pauses in large industries is very important. By rest-pauses we mean breaks during working day, commonly known as interval. It's object is to afford an opportunity to the worker for rest and recuperation of his exhausted energies. Moreover, long and continuous hours of work without any break in between will make the worker dull and monotonous. Experiments in other countries, specially in England have shown that with short breaks during the working day about 10 or 15 minutes apart from the rest interval, efficiency can be improved and out-put can be increased to an appreciable extent.

The usual practice is to divide the working period into two nearly equal spells of work with a provision of rest or meal interval of one or half an hour. However, experiments whenever practicable, should be carried out by the employers for short breaks in the working hours. It is a fact that after a certain period of work of certain intensity, the human body requires a certain interval in order to get back its initial strength. If there is no provision for adequate interval for the worker, their working capacity will get blunted. In that case all education and training will become useless. The few movement of rest allow the body to recuperate and
overcome the tiredness.

In India, the need for such pauses or breaks in the working hour is greater because of the tiring climatic conditions in our country. Here continuous work without adequate breaks cause depression and fatigue. Besides, the majority of our industrial worker are migrant labours from the villages where agricultural work is of a different type and, therefore, he is not accustomed to work continuously for long spells.

The Factories Act of 1948 has made many liberal provision in this regard. It has removed the distinction between the seasonal and perennial factories, fixed 48 hours per week, and working hours for any adult worker not to exceed 5 hours at a time unless he had an interval for rest of at least half an hour.

However, the National Commission on Labour is of the opinion that 45 hours a week as working hours should be kept as a goal.

(b) Ventilation and Lighting Indus

Adequate ventilation is another necessity of good working conditions. It is affected by windows, ventilators and high roofs. It may also be be artificial,
It is urgently needed, especially in textile mills, where work is often carried on, in dusty and moist conditions. There are many trades which cause dust, injurious fumes, which must be removed immediately from inside the factory by proper ventilation. The evil effects of bad ventilation are known, but in India much attention has not been paid to this aspect by the factory management.

Adequate and suitable lighting in working places is also very necessary. Lighting is of course, necessary where night shift work goes on. Even in the day times in many industrial establishments there is often great darkness and the employees can not work in this environment without the provision of lighting.

Natural lighting may be derived from the roof or from the side windows. Artificial lighting may be obtained through electricity or from petromax lamp. It is a common sight that many factories are housed in old buildings where there are dirty small windows panes. The walls and the ceiling are also dirty. These drawbacks are very common in India.

Too bright and glaring artificial lighting may cause harm to the eyes in the long run. Unsatisfactory
lighting arrangements may cause accidents and also cause dirt to accumulate on machines and thus cause insanitation. It is suggested that lighting should not only be adequate but it should not fall directly on the eyes of the operative also.

The Factories Act of 1948 lays down in this connection, that in every part of the factory where employees are working or moving, there shall be provision of adequate and suitable lighting, natural or artificial. The state governments are to prescribe standards of sufficient and suitable lighting for different classes of factories.

(c) **Temperature Control and Humidification**

Temperature control constitutes an important aspect of working condition. The climatic conditions in hot countries like India especially in summer render physical work very unpleasant due to hot and humid temperature. Reduction of excessive heat or minimising its effect is very essential under such circumstances. The provisions of electric fans, exhaust fans, air-conditioning plants and 'Khas Tatties' in summer can improve the conditions.
The Rege Committee expressed great dissatisfaction over the working conditions—particularly about temperature control and lighting in majority of the Indian factories. The committee pointed out that the old and traditional structure of the factories, nearness to the other buildings, dirty windows and walls created inhuman working conditions and in the printing presses the inside atmosphere was so dark and dingy that it affected the eye-sight of the worker adversely. In this respect the committee mentioned that the conditions in larger establishments were somewhat satisfactory but the conditions in smaller establishments were deplorable.

(d) Noise and Work-Posture

The object of welfare work, it has been seen, is the preservation and improvement of health and efficiency of the worker. Consequently, the items which have a bearing on the employees' need discussion. Noise and work postures are the two important factors that have a great bearing on the welfare of the workers.

It is a fact that unusual noise disturbs the worker and he cannot concentrate in this atmosphere. Of course, the worker gradually adjusts himself to the factory noises but still efforts should be made to keep such noises within control. In works, which produce very noise ear-defenders should be provided to the workers.

The workers who have to work in very noisy environment cannot be so efficient and their productivity will also suffer. A sudden noise may startle the workers and he may lose his concentration. Sudden and loud noise produce fear and if such noises persist human beings may become deaf also. Such noise should be eliminated if possible and can be reduced also with ear-plugs. In some industrial concerns there is also a provision for some kind of warning signal before there is some explosion and loud noise.

It has been said that office or factory noises are not only unpleasant but they effect morale of the workers also. It's elimination may lead to better morale and thereby increase the welfare of the employees.

The employers should have direct interest in maintaining workers' health. The worker should be taught
the value of right postures during the work by the welfare officers. There should be display of posters telling the workers about correct postures. Of course, the benefits from noise control, correct postures etc. cannot be directly measured. Nevertheless, it cannot be denied that such things will reduce the incidence of occupational diseases, accidents, wastage and will lead to improved morale, increased productivity.

(e) Industrial Safety

Safety and prevention of accidents are important features in the programme of improving the working conditions and welfare of the employees. Accidents have become a common phenomena in the factories. Many lives are lost and many become disabled for rest of their life, which generates a socio-economic burden. It is, therefore, essential to adopt safety measure in order to minimize the accidents. 'The industrial accidents in India are comparatively higher then in industrially advanced countries'³.

Investigations have also revealed that majority of the reported accidents could have been prevented with a little foresight and advance preparation. It should be assumed that chances of accidents are always there. 'The avoidance of accidents' as Professor Nair has said, 'is only a negative goal, whereas safety is a move positive goal'. Safety, therefore, is always preferrable than mere prevention of accidents.

The causes of the industrial accidents may be classified as below:

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<th>ACCIDENT CAUSES</th>
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<td><strong>Unsafe Acts</strong></td>
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<td>1. Improper attitude like</td>
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<td>a) Operating or walking at unsafe speed</td>
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<td>b) taking unsafe position or posture</td>
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<td>c) working or walking on moving or dangerous equipment</td>
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<td>d) using a defective tool</td>
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<td>e) operating without clearance</td>
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<td>f) unsafe loading or storing</td>
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5Dastur H.P., 'Industrial Health and Safety' p. 43
g) lifting improperly
h) disobeying regulations
i) horse play
j) failure to utilize safety devices.

7. Poor housekeeping like;
   a) faulty walking and working surfaces;
   b) slippery and chittered floor area
   c) unsafe arrangements of equipment.

8. Absent or defective personnel protective clothing.

Accidents mean wastage from all points of view; national, industrial and individual. Unfortunately the incidence of the accidents in Indian industries is comparatively quite high. Extensive provisions have therefore, been made in the various factory legislations for the prevention of industrial accidents. The passage of the workmen's compensation laws have provided a strong incentive for the industrial managers to develop methods. Professor Mair speaking about American Industries points out that in recent years the United State has become very 'Safety conscious'.

Similarly the workers in the Indian factories should also be made safety conscious. Safety measures

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6 Mair, op. cit p. 553
to prevent accidents are very necessary in the interests of workers as well as employers. Training men to use safety methods; to become aware of risks to be careful; to develop attitude of cooperation; to reduce fatigue are some of the practical devices to develop safety consciousness.

At places of danger, mechanical safe guards and safety devices should be provided. At all important places large posters with 'Safety First', 'Safety Always message should be pasted to draw the attention of workers. The purpose of such posters should be to eliminate the danger points. How effective a poster message can be is illustrated from this advertisement in American Industry. 'Only fools are careless' – is the poster message. The purposes is not to frighten the worker but to make him careful.

Protective clothing should be supplied to the workers. Many accidents take place due to overcrowding of working space. There should be reasonable and safe distance between the machines. To prevent overcrowding should be, in every workroom of the factory, at least a space of 350 cubic feet for every worker. The Chief Inspector of Factories can also prescribe the maximum number of workers who can work in each workroom.
Workers should be taught to act safely and the possible dangers from the machines should be explained to them. Occasional talks on the subject of prevention of accidents and safety measures should be given to them. There should be constant supervision to ensure that the safety rules and regulations are strictly observed by the workers. The owners of those industrial concerns where safety record is good and rate of accidents is low, should be rewarded by the government.

In India, the Chief Advisor of Factories and his department brings but and posters illustrating some of the common causes of accidents in factories and docks. The work of accident prevention has also being undertaken by some employer's associations, trade unions and other voluntary bodies such as 'Safety First Association of India' and 'Red Cross Society'.

Fortunately, the Factories Act of 1948 in India contains detailed provisions for the safety of workers and prevention of accidents. It has been laid down that adequate fencing of machines shall be secured in case of all types of dangerous machineries and its moving parts. The work on or near machinery in motion shall be carried out only by a specially trained adult male worker, wearing
tight fitting clothing.

No woman or child should be allowed in factory to clean, lubricate or adjust any part of the machinery while that part is in motion. No untrained person should be allowed to work on dangerous machine unless he has received sufficient training and is under adequate supervision. Employment of women and children have been prohibited near risky occupations. There should be also provision for cranes and other lifting machines.

(f) SANITATION AND CLEANLINESS INSIDE THE FACTORY

Cleanliness and sanitation are most important factors in determining good working condition in a factory. By sanitation is meant cleanliness inside the factory, white washing, good flooring, pucca plastering of walls, clean machines, provision of good latrines, urinals and bathing places. It also includes good drainage system and also provision for removing waste materials dust and dirt. In dusty and dirty atmosphere a worker cannot breathe properly and it causes many diseases and affects the eye-sight also.
Although sanitation is so important and includes so many necessary items, yet, the employers generally neglect this. Often a sudden inspection of factory will reveal dirty, unwashed walls, 'kuccha and damp floors, accumulation of dirty water in a filthy pool and people urinating and spitting at all places. Foul stink comes from such factory premises. It is bound to affect the health and efficiency of the workers in a very adverse way.

Workers can perform their duties with greater efficiency in improved hygienic conditions, where a higher level of sanitation and cleanliness prevails. Provision of adequate cleanliness, removing dirt and dust inside the factory are, therefore, very important. In dusty atmosphere a worker may feel difficult in breathing properly and it may lead to serious occupational diseases particularly tuberculosis.

Where the nature of work demands it, there should be provision for bath-rooms, washing facilities so that the workers may take bath and change their clothes before they leave the factories. It is needless to say that proper arrangement must be made for drinking water.

Various provisions have been made under the Factories Act of 1948 which are required to be enforced.
by the employers for maintaining a proper level of sanitation. Under this Act, it is required that every factory shall be kept neat and clean and free from any bad smell arising from any drain. Accumulation of dirt or refuse shall be removed daily by sweeping or any other method of the floor and benches of the works rooms. All inside walls, ceilings and sides of the passages and stair-cases should be painted once in four years, and if they are not painted, they must be white washed at least once every year.

As regards disposal of wastes, the State Governments are required to make rules for effective arrangements for the disposal of wastes in every factory which arise in the manufacturing process. This Act also requires that suitable arrangements shall be made in factories for securing and maintaining in every work room, adequate ventilation for the circulation of fresh air. State Governments are required to prescribe a standard of adequate ventilation and reasonable temperature and can ask any factory to reduce temperature. Healthy and congenial environments will infuse in the workers better work attitude, clean habits, sense of loyalty and promote good workmanship.
Workers become loyal and co-operative when they feel interest in their work. If the managements try to increase the attractiveness of the job environment they can build up this interest. Clean and adequate space inside the factories, adequate bathing and washing facilities, suitable arrangement for toilet maintenance of open space and roads in factory premises, arrangement for the outlet of dirty water, provision for urinals, spitoons are very effective ways to build up the attractiveness of work. Factory buildings that are clean, quiet and reasonably comfortable are conductive to not only a pleasant social atmosphere but also to increase work efficiency. They will also feel more pride in their work if they can come to the work in clean and proper dress and leave in a similar condition. A management which is aware of the welfare of its employees can depend upon their loyalty and good support in times of crisis.

(g) Some More Items of Labour Welfare

In this section we shall discuss some other amenities which increase the welfare of employees in any concern. Many welfare amenities described in the main report of the Labour Investigation Committee of 1946, have now become a part of the management's legal
obligation. In what follows, we shall be concerned with the different methods by which labour welfare can be increased. In particular we shall discuss the following:

i) Washing and Bathing Facilities

ii) Facilities for Storing and Drying Clothing

iii) First-Aid Appliances

iv) Ambulance Room

v) Canteen Services

vi) Shelters Rest Rooms and Lunch Rooms

vii) Creches

viii) Drinking Water Facilities

ix) Latrines and Urinals

x) Spitoons

xi) Facilities for Sitting During Leisure

i) Washing and Bathing Facilities

Washing facilities are also a necessity to maintaining a good health standard. They mostly work with their hands. In this process they come in contact with poisonous things, soil and lubricants. These are harmful for the health of workers. Section 42(1) Act of Factories 1948 and Rule 64 of the U.P. Factories Rules, 1950, prescribe that in factories where the number of
workers exceed 500. The provision of taps for washing facilities should be made at the rate of 11 plus 1 tap for every 100 workers of fraction there of. Washing facilities shall also include soap, where the work is dirty and dangerous, involving contact with lead, tar etc. The washing facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

Washing facilities should be provided with wash-basins with taps attached. The floor or ground under taps or standpipes shall be so laid or furnished as to provide a smooth, impervious surface and shall be adequately drained.

(ii) Facilities for Storing and Drying Clothing

Provision of the facility for storing and drying clothing is an important part of industrial welfare. The workers who come from their houses to work in the factory, need a place to put their clothes at a safe place till the period of their work. The workers who take their bath in the factory also need facilities of drying their clothes. In this way these two facilities are most necessary for the workers.
In this regard Section 43 of the Factories Act 1948 and Rule 65 of the U.P. Factories Rule 1950 provide for facilities for storing clothes during working hours. Such provisions include separate rooms, pegs, lockers or such other arrangement for drying the wet clothes as may be approved.

(iii) First-Aid Appliances

The nature of work in the factory is such that there are chances of injury to workers during the working hours. To provide facilities against these accidents and injuries section 45(1) of the Factories Act, 1948 and Rule 66 of the U.P. Factories Rules, 1950 prescribe a minimum number of one first-aid box or cupboard being provided for every 150 workers in a factory at easily accessible place.

Under the provisions of Rule 66 of the U.P. Factories Rules, 1950, each first-aid box should be equipped with the following appliances:

1. 24 small sterilized dressings
2. 12 medium size sterilized dressings
3. 12 large size sterilized dressings
4. 12 large size sterilized burn dressings
5. 12 packets sterilized cotton
6. 1 (4 oz) bottle of iodine
7. 1 (4 oz) bottle of solvolatle
8. 2 (1 oz) bottle of Potassium crystals
9. 1 role of adhesive plaster
10. 10 snake bite lancet
11. One pair of scissors
12. 12 roller bandages 2"
13. 12 roller bandages 4" wide
14. 6 triangular bandages
15. 2 packets of safety pins
16. A supply of 10 suitable splints
17. 1 tourniquet
18. 1 copy of first aid leaflet.

(iv) **Ambulance Room**

Section 45 (4) of the Factory Act 1948 and 67 of U.P. Factories Rules 1950 provided that in those factories where more than 500 workers are employed there shall be provided and maintained a good ambulance room or dispensary, under the charge of a doctor assisted by a qualified nurse and a sub-ordinate staff. The ambulance room or dispensary shall be separate from the rest of the factory. It shall have a floor area of at least 250 square
feet and smooth hard and walls should be adequately
ventilated and lighted by both natural and artificial
means. An adequate supply of whole some drinking water
shall be laid and the room shall contain at least;

1. A glazed sink with hot and cold water always available
2. A table with smooth top at least 6'x3'-6"
3. Sterilizer, 2 stretchers, 2 containers with close
   fitting lids, 2 rubber hot water bags
4. A kettle and spirit stove or another suitable means
   of boiling water
5. 5 wooden blankets
6. 2 artery forceps
7. 1 bottle of brandy
8. 6 hand towels
9. 2 medium size sponges
10. 4 kidney trays
11. 4 cakes carbolic soap
12. 2 glass tumblers and wine glasses
13. 1 graduated medium glass with tea spoons
14. 1 eye bath
15. 1 bottle carbolic lotion
16. 3 chairs
17. 1 red screen
18. 2 clinical thermometer
19. Adequate supply of A.T.S. Injections

20. 1 arm chair

21. A suitable number of splints of various sizes

22. 1 Ambulance Van.

(v) **Canteen Services**

Provision of canteen services near the work site has become an indispensable part of labour welfare. In this context a canteen means a place where healthy, wholesome food and snacks and drinks are available at comparatively moderate prices to the employees. These days there is also the provision for mobile canteen in which a mobile van carries food and drink to the worker near the work and the facility for light refreshments like tea and some eatables are also provided.\(^7\)

Canteen has acquired the status of a inseparable part of employees welfare all over the industrial world. According to I.L.O., the government should accept the provision of canteen facilities as a special responsibility and the employers should consider a canteen as a national investment.\(^8\) A canteen has very great influence upon the

\(^7\)Moorthy, M.V., 'Principles of Labour Welfare' p. 17

moral and psychology of the workers. In its 39th session in 1956 the I.L.O. along with other resolutions on labour welfare included the provision of canteen facility as an important part of employees welfare. Resolution 102 of I.L.O about canteen services lays down that its management should be under some responsible authority of the government and includes detailed instructions about the establishment of canteen its working, food to be served, nutrition standards etc.

In 1946, the Rege Committee stated that the main objectives of worker's canteens in these words. The worker's canteen is increasingly recognised all over the world an essential part of the industrial establishment, providing undeniable benefits from the point of view of health, efficiency and well being. To introduce an element of nutritional balance into the otherwise deficient and unbalanced diet of the worker to provide cheap and clean food, an opportunity to relax in comfort near the place of work to save time and trouble to the workers, to reduce exhaustion are some of the objective of an industrial canteen.

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According to the Factories Act of 1948 every factory employing 150 or more workers should provide a lunch room with provision for drinking water to enable the workers to eat the meals brought by them, and whenever there are 250 or more workers or employees their should be a canteen or canteens. It also lays down detailed standards about the construction, furniture, equipment and food stuffs to be served and the charges made for it. The Mines Act of 1952 states that in mines which have 50 or more workers should provide suitable shelters where the workers can eat their meals and when it is 250 or more the mines owners should provide canteen.

According to the Motor Transport Workers Act of 1961 when the number of transport workers is 100 or more, the undertaking employing them should provide a canteen. The Plantation Labour Act of 1951 states that every plantation should have a canteen if 150 or more person are employed.

The standard industrial canteen varies from unit to unit. The bigger undertakings, where management is enlightened, have provided modern, clean canteens. However, in small and medium sized undertaking canteens are not properly organised. Very often the employers pass on their
responsibility of running a canteen on some private contractors who are more interested in making profit. In that case the food provided is neither cheap nor nutritious. In fact, as the 1957 Annual Report of the Bombay Government points out that very few canteen management give thought to nutritional value of the good supplied to the workers. The Malaviya Committee on Labour Welfare in 1969 as well as the National Committee Commission on Labour 1966 made various suggestions to make the canteens more useful for the workers. These are:

(a) Any new unit, even if it employs a smaller number of people than prescribed in the Factories Act, should provide a canteen if there is a specific demand it

(b) Canteen to be run by the workers on a cooperative basis

(c) Canteens are to be supported and subsidised light, furniture etc.

(d) If possible credit purchases should be allowed and the amount to be recovered later from the wages of the workers

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(e) For industries in distant areas mobile canteen facilities to be available

(f) Tri-parite bodies are to be constituted with employers and Government for efficient running of the canteens.11

(vi) Shelters, Rest Rooms and Lunch Rooms

Rest shelters and lunch rooms are very necessary items of labour welfare. They should be located in a hygienic condition. These are important for the workers who work for long hours. These rest shelters provide the facility of removing the fatigue of workers, whose quarters are at a long distance from the working place. 'Statutory provision of rest shelters with adequate seating arrangements can alone help the workers in this matter.'12

The provision of this kind of amenity is also very essential for promoting the welfare of the employees. Work in modern industrial concerns can be quite tiring and

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11 Report of the Malaviya Committee on Labour welfare 1969 p.1
12 Govt. of India, Main Report of the Labour Enquiry Committee p. 160.
this causes fatigue. If the employees have to work in a state of fatigue, in the absence of rest places, they may meet with some accidents and harm themselves. Sometimes the workers have to remain standing to attend a machine. For his own safety and for the smooth working of the machine, he has to be very alert also.

In these circumstances rest places should be provided as far as possible near the shop or plant, because the worker is usually so tired that he cannot go elsewhere. The provision of this facility near the work place will reduce fatigue as it will enable him to sit down occasionally with any break in his work. It also contributes to his efficiency and comfort.

Rest and lunch rooms are provided so that the workers may relax in a free mind during interval or work pauses. At such places he can eat meal brought from home and wait. These places, therefore, must be quite safe and secure.

The Factories Act of 1948 provides, that for the purpose of rest suitable sitting arrangements have to be made and maintained for all workers who are required to work standing. The same Act has also made a provision that suitable shelters, rest rooms and lunch rooms are to
be provided in every factory with 150 or more workers. These places should be clean, well ventilated and well lighted with drinking water facilities whenever necessary. The Labour Investigation Committee in its report in 1946 found the conditions in these regard very unsatisfactory. According to it, rest shelters were provided by only a small number of concerns. Most of the cotton mills provided them but they were non-existent in the Jute Mills. Larger units in other industries has set up rest shelters and drinking sheds but in smaller units they did not exist, their structure was 'kuccha' and weak. None of the factories seemed to have re-planned the erection of shelter. The sheds were not large enough to accommodate all the workers. In many cases they were dirty and uncleaned.

Of course, new conditions are not so bad. Things have much improved after the enactment and proper enforcement of the Factories Act of 1948.

(vii) Creches

It is a welfare facility which is provided to the Women workers. A creche is defined as a place where working

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mothers leave their infants and babies during work and there are trained personnel who take care of them during the work.

Before the passing of the modern factory legislations female workers brought their infants and they had to remain in the unhealthy atmosphere of the factory work. Accidents, therefore, were common. The management of many industrial concerns, therefore, prohibited the bringing of children on the work site\(^\text{14}\).

Therefore, it is on record that many working mothers either left their children with some elderly neighbour or kept them under the influence of opium. According to a survey made in 1930 in Bombay it was found that many children were turned opium-addicts ignorance by their mothers. As early as 1931 the Royal Commission Labour had recommended that in industrial concerns with 250 or more persons there must be such creches, where female workers are in good number. On the basis of this the Factories Act of 1934 had provided that in a concern where the number of female workers are 50 or more, there must be creches.

The need for it was again pointed out in the 1948 Act. This act also said that such creches should be located in a clean, well ventilated rooms with adequate lighting where children below 6 years of age shall be under charge of women trained in the care of children and infants. Enlightened managements like Buckingham Carnatic Mills, Kanpur the D.C.M., Delhi and some others, also provide other facilities like changing of clothes, free milk or refreshment etc. Provision for creches has been included in the legislations relating to mines and plantation workers.

The creches are of great importance as without them the women workers either will have to give up their jobs or keep their children with them during the work or leave them somewhere else. Some essential things that should be observed about a creche are that:

(a) it should be airy and clean
(b) it should be situated in a place which is well ventilated and lighted
(c) it should be located in a safe place
(d) it should have trained nurses to look after and
(e) it should be properly equipped.
In India, while on the whole, bigger and established units have provided well run creches, in many small and medium sized unit either this facility is not there or the standard is below the requirement. The poor standard of care in a majority of the factories and mines was pointed out by the labour investigation committee in 1946 and National Commission on Labour in 1969. These Committee were of the view that much needed to be done regarding the cleanliness provided in the creches;

The Malaviya Committee in its report of 1969, recommends:

(a) a periodical review of the women workers in the creches
(b) provisions of fans in the creches
(c) provisions of common creches on a joint basis for smaller industrial establishments in a compact area
(d) provision of nursery/kinder garten classes (KG) in creches and
(e) provision of community creches in labour colonies.

(viii) Drinking Water Facilities

Arrangement for clean drinking water is a necessary item of good working condition. It is even more necessary
in a country like India where the workers have to work most
of the time in hot and humid climate and feel thirsty.

According to Section 18 of the Factories Act,
1948, it is obligatory on the part of the factories to
make effective arrangement for a sufficient supply of
wholesome drinking water for the workers employed therein.
The place will be marked drinking water in a language
understood by workers and such points should be situated
within 20 feet of any washing place. In case of factories
employing more than 250 workers, arrangements for cooling
drinking water during hot weather shall also be made.
According to section 18 (4) of the Factories Act 1948 and
Rule 40 of U.P. Factories Rule 1950, there shall be one
centre for every 150 persons employed at any time in the
factory.

(ix) Latrines and Urinals:

Latrines and urinals are also necessary inside
the factory. In this connection Section 19 of the Factories
Act, 1948, Rule 41 and 45 of the U.P. Factories Rules, 1950,
lay down a yard-stick for providing latrine and urinals in
factories.
According to the above rules at least one latrine should be provided for every 50 workers or a fraction thereof, whereas urinals should be provided at the rate of one for every 50 workers. All the latrines and urinals should have accommodation of prescribed types and accessible to workers at any time, while they are at the factory. Such accommodation should be adequately lighted, ventilated and maintained in a clean and sanitary condition at all times and for that purpose sweepers shall be engaged. The floors and internal walls upto 3 feet should be made of glazed titles and shall be thoroughly washed and cleaned with disinfectant at least once a week. According to Rule 50 of U.P. Factories Rule water taps in a suitable number shall be provided near each set of latrines.

(x) Spitoons:

Spitoons are a necessary provision inside the factory. It is helpful in maintaining cleanliness at shop floor. According to medical point of view, spitting everywhere is harmful to everybody and may spread diseases. Because the germs of various diseases are carried out from one man to another through their spit. To maintain the
health of workers and protect them from various diseases like asthma, tuberculosis, cough etc. Factories Act 1948, Section 20 (2) and Rule 51 of U.P. Factories Rule provide that there should be spittoons on each shop floor according to the area and number of workers. These spittoons should be placed at a convenient place and shall be cleaned and disinfected at least once every day.

(xi) Facilities for Sitting During Leisure

The factory workers have to work generally in standing position. This creates fatigue in the workers. Therefore, it is necessary to provide the workers with sitting arrangements, where they may take a little rest during their working period.

Section 44(1) of the Factories Act, 1948, provides that in every factory suitable arrangements for sitting shall be provided and maintained for all workers obliged to work in a standing position, in order that they may take advantage of any opportunities for rest which may occur in the course of their work.