

6. Employee Development and Training

Labour welfare initiatives often focus on providing opportunities for employee development and training. This may involve offering skills enhancement programs, educational assistance, career advancement opportunities, and mentorship programs to help workers improve their skills and knowledge.

7. Enhancing Productivity and Efficiency

Ultimately, labour welfare initiatives are also aimed at enhancing the productivity and efficiency of workers. By investing in employee well-being, organizations can reduce absenteeism, turnover, and conflicts, while also improving job satisfaction, engagement, and overall performance. Since, the employers is providing the welfare facilities shows the concern of the organization towards the workers, which develops a sense of commitment and loyalty towards the organization. This motivates them to work harder and increase productivity.

8. Promoting Employee Rights

Labour welfare aims to promote and protect the rights of workers in the workplace. This includes ensuring freedom of association, collective bargaining rights, protection against discrimination and harassment, and adherence to labor laws and regulations.

Labour welfare agencies

Labor welfare activities are organized in India by the Central government state government employees trade unions and other agencies.

1. Labor welfare measures by the government

Various acts are made by the government after independence for providing Statutory welfare facilities to the industrial workers. The central government has made elaborate provisions for the health, safety and welfare under the factory's act 1948 and mines act 1952. Various welfare schemes are laid down by the government through enactment legislative laws. Under this act, employers have to provide certain basic welfare facilities to the workers.

Some of the important acts are given below.

- Factories act 1948
- Employees state insurance act 1948
- Employee Provident Fund act 1952
- Mines act 1952 and
- Maternity benefit at 1961
- Family pension scheme 1971
- Gratuity Act 1972.

2. Labor welfare measures by employers

Employers play a very important role in providing welfare facilities to the employees over and above what is mentioned in the rules and the regulations. No doubt at all the employees have to provide a statutory benefits/facilities to the employees at this is binding on them. In addition, many employers provide welfare facilities on voluntary basis to the workers and the families.

Employer or management provide welfare facilities to the employees to keep their motivation level high. Labor welfare is one of the major determinants of industrial relations. Labor welfare helps in maintaining positive attitude towards the job and organization. The welfare measures undertaken by the employers are dynamic in nature and vary from country to country and from time to time, and