


# Chapter 13

## Labour Welfare and Industrial Hygiene During COVID-19

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### ABSTRACT

*This study aims to define essential principles that the organization must follow in labour welfare during COVID-19. It is a vital facet of industrial relations, the extra dimension that provides satisfaction to workers in a way that no amount of money can do so. The government initiates statutory laws from time to time to bring about some uniformity in the basic facilities provided to industrial workers since it is not confident that all employers are progressive and provide basic welfare measures. Industrial hygiene has been defined as science and art devoted to the anticipation, recognition, evaluation, and control of those environmental factors or stress arising in or from the workplace, which may cause sickness, impaired health, and significant stress among workers or the citizens of the community. Because it is a labor-intensive sector, it has a greater emphasis on employee welfare. The authors choose a bakery industry personnel's stress analysis during COVID-19 for this research work.*

### INTRODUCTION

Labour welfare plays a vital role in the growth of industry and the economy during Covid 19. It is an es-

DOI: 10.4018/978-1-6684-4755-0.ch013

sential facet of industrial relations, the extra dimension that provides satisfaction to workers in a way that no amount of money can. Labour welfare is nothing more than the maintenance function of personnel. It is explicitly aimed at preserving employee health and attitudes as industrialization and mechanization increase. A happy and contented workforce is an asset for the industrial prosperity of any nation. Another way is it helps to keep employee morale up. Because a worker's well-being cannot be attained in isolation from his family, an industry's welfare services aim to improve workers' living and working conditions and their families (Yamuna and Babu, 2019). Labour welfare is costly, even though it has improved production efficiency. Each employer places varying degrees of attention on varying welfare depending on their priorities. The government initiates statutory laws from time to time to bring about some uniformity in the basic facilities provided to industrial workers since it is not confident that all employers are progressive and will give basic welfare measures. There is some creation and stimulation in the maintenance function, just as in all other operating duties. However, the primary focus of the employee service program has been on preserving an employee's (Brief and Aldag, 1975) positive attitude about their job and work environment. Employers have come to tolerate welfare in recent years during COVID-19. The government only intervenes to enlarge the scope of application (Parween et al., 2021). The Committee on Labour Welfare described it (CLW) was founded in 1969 to assess the labour welfare plan. As far as social security policies go, they help enhance the working circumstances for Indian workers. It is a statement of the industry's assumption of responsibility for its employees, according to Void. Though industrial workers are often higher-paid, their working conditions and lower housing situations need more than the bare minimum. Hence, they are subject to the majority of statutory regulations. The International Labour Organization (ILO) defined labor welfare as good canteens, rest and recreation facilities, transportation arrangements to and from work, and housing for workers employed at a distance from their homes. Welfare measures impact workers' attitudes, which helps to maintain industrial peace. As a result, worker welfare is one of the most critical factors of industrial relations. In addition to improved morale and loyalty, welfare measures significantly reduce absenteeism and labor turnover in industries (Satyanarayana, 2011). Whatever improves the employee's working and living conditions, improves task adaptation, and makes him happy will diminish his desire or need to resign. One of the future focus areas for employees will be creating an organizational environment that will help make work more satisfying. Welfare measures also enhance an organization's image as a caring employer (Paul et al., 2021). This image can be handy to organizations in recruiting workers. The social value of labor support is just as significant as the economic value. Medical aid and maternity benefits increase worker health and lower general, maternal, and newborn mortality, while educational facilities widen their outlook and improve mental health. The welfare measures are more significant in the context of the poor living conditions of the Indian working class. One of the most critical parts of the national program is to increase people's well-being to provide a good living and working environment for the working class. As previously stated, the need to maintain just and humane working conditions for this vital segment of society is emphasized in our constitution's fundamental principles of state policy. In all countries of the world, the Quality of Work Life is gaining popularity and relevance (Eaton et al., 1992). It is essential for a work commitment, motivation, and job performance. It is also a means of facilitating the satisfaction of human needs and the attainment of objectives. Work-life, by definition, refers to the physical and mental well-being of employees in their workplace, whether it is an office, a factory, or a field. Work has always played a significant role in people's lives, as evidenced by history. Both workers and managers have long been concerned about how people thought and felt about their work experiences. Effective human resource management has become a difficult task due to the continuously

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