

**COURSE CODE: SOCI 426**

**COURSE TITLE: INDUSTRIAL SOCIOLOGY II**

**SESSION THIRTEEN: LABOUR WELFARE SERVICES IN WORK ORGANIZATIONS**

**LECTURER: DR. SAMSON OBED APPIAH**

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**UNIVERSITY OF GHANA**

College of Education

**School of Continuing and Distance Education**

2017/2018 – 2018/2019 ACADEMIC YEAR

# Course Information

*Provide the following information:*

**Course Code:**

**Soci 426**

**Course Title:**

**Industrial Sociology II**

**Course Credit**

**3 Credits**

**Session Number &  
Session Title:**

Session 13

Labour Welfare Services in Work Organizations

**Semester/Year:**

Second Semester

2017/2018/2018/2019

# Course Information (contd.)

*Provide the following information:*

**Lecture Period(s)**

**Insert Lecture Period(s):** *(Online how many online interactions per week)*

**Prerequisites**

*Soci 425: Industrial Sociology I*

**Teaching Assistant**

**Insert Teaching Assistant's Information:** *(where applicable, provide name and contact information)*



# Course Instructor's Contact

*Provide the following information:*

**Course Instructor(s)  
Name**

**Dr. Samson Obed Appiah**

**Office Location**

**Department of Sociology**

**Office Hours**

**Tuesdays: 1.30pm – 3.30pm**

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# Session Overview

- **Overview**
- Labour well housed, well fed and well looked after is not only an asset to the employer but serves to realize the standard of industry and labour in the country.
- Personnel management success can be achieved if both management and workers feel okay within the workplace;
- As a result, productivity is improved when the welfare of workers also improves
- This session examines Labour Welfare services in Organizations.

# Session Learning Objectives

- ❑ **Objective:** At the end of this session, the student will be able to:
  - Define Labour Welfare Services;
  - Identify types of Labour Welfare Services;
  - Examine the need for Labour Welfare Services
  - Assess the Importance of Labour Welfare Services

# Session Outline

The key topics to be covered in this session are as follows:

- Topic One: Definitions of Labour Welfare Services
- Topic Two: Evolution of Labour Welfare
- Topic Three: Types of Labour Welfare Services
- Topic Four: Why Labour Welfare Services
- Topic Five: Importance of Labour Welfare Services



# Session Activities and Assignments

This week, complete the following tasks:

- **Log onto the UG Sakai LMS course site:**
  - <http://sakai.ug.edu.gh/XXXXXXXXXX>
- **Read Recommended Text Ghosh B (2000). Human Resources Development and Management.** New Delhi, Vikas Publishing House Ltd.
- **Watch** the Videos for Session 13 – Labour Welfare Services
- **Review** Lecture Slides: Session 13 – Labour Welfare Services
- **Visit the Chat Room and discuss the Forum question** for Session 13
- **Complete the Individual Assignment** for Session 13



# Reading List

- Refer to students to relevant text/chapter or reading materials you will make available on Sakai
- Ghosh B (2000). **Human Resources Development and Management.** New Delhi, Vikas Publishing House Ltd.
- Dessler, G. (1991). **Personnel/Human Resource Management.** New York: Prentice Hall



# Topic One: Labour Welfare: Meaning, Definitions and Scope

- Personnel management success can be achieved if both management and workers feel okay within the workplace;
- As a result, productivity is improved when the welfare of workers also improves;
- In this regard, the welfare of the working class must be one of the first concerns of every employer;
- Labour well housed, well fed and well looked after is not only an asset to the employer
- But serves to realize the standard of industry and labour in the country.

# Labour Welfare: Meaning, Definition and Scope Cont.

- One definition given to labour welfare is that; “It is anything for the comfort and improvement; intellectual and;
- Social development of employees over any above wages paid;
- Which is not a necessity of industry nor required”;

# Labour Welfare: Meaning, Definition and Scope Cont.

- According to the International Labour Organization (ILO) Report (1956);
- “Workers welfare may be understood as including such services, facilities or amenities which may be established in;
- Or within the workplace to enable persons employed in them to perform their work in healthy congenial environment”.

# Labour Welfare: Meaning, Definition and Scope Cont.

- A resolution adopted by the international labour conference in June 1956 has mentioned some of the services and amenities to include:
  - Feeding facilities in or near the work place;
  - Rest and recreational facilities;
  - Transport to and from work where ordinary public transport is adequate.

# Labour Welfare: Meaning, Definition and Scope Cont.

- It can also include any welfare activity or anything done for the intellectual, physical, moral or economic betterment of the worker;
- Whether by employers or by the government which is not part of the employer's responsibility;
- Under this definition, one may include housing, medical and educational facilities;

# Labour Welfare: Meaning, Definition and Scope Cont.

- Day care centres and crèches, provision of sanitary accommodation, holiday with pay;
- As well as social insurance measures undertaken by employers voluntarily, a loan or jointly with workers including sickness;
- And maternity schemes, provident fund and pension schemes.

# Topic Two: Evolution of Labour Welfare

- The concept of Labour Welfare originated in the desire for a humanitarian approach to reduce the sufferings of workers;
- And their families due to the effects of industrialization;
- Later it became a utilitarian philosophy which worked as a motivating force for labour and for those who were interested in it;
- Lastly, labour welfare received inspiration from the evolution of the social thought in regard to democracy and welfare state.



# Topic Three: Types of Labour Welfare Services

- The ILO (1963) divided welfare services into two group:
  - **Intramural (Within the Establishment);**
  - Welfare amenities within the premises of the workplace such as urinals, washrooms and bathing facilities, crèches, canteens among others.
  - **Extramural (Outside the Establishment);**
  - Welfare amenities outside the workplace such as recreational facilities, educational facilities, medical facilities, housing facilities among others.

# Types of Welfare Services Cont.

Intramural	Extramural
Drinking water	Social Insurance (Pension, PF, etc.)
Toilet	Maternity Benefits
Crèche	Health and Medical facilities
Washing facilities	Educational Facilities
Occupational Safety facilities	Housing Facilities
Uniform and Protective Clothing	Recreational Facilities
Shift Allowance	Transport to and from Workplace
Canteen	Vocational Training
	Leave Travel Facilities

# Topic Four: Why Labour Welfare Services

- In a developing economy like ours, labour is under-privileged educationally, socially and economically.
- The real need of labour welfare arises from two basic conditions namely:
  - **The Long Arm of the Job;**
  - **The Social Invasion of the Factory;**

# Why Labour Welfare Cont.

## □ The Long Arm of the Job

- The working environment of any job in the factory imposes some adverse effect on the worker
- Because of the heat, noise, fumes involved in the manufacturing process;
- There are also occupational hazards and environmental problems inherent in manufacturing process which cannot be removed;

# Why Labour Welfare Cont.

- This metaphor “Long arm of the Job” simply means that the job stretches out its adverse effect unto the worker long after;
- His/her normal 8 hour shift is over, thereby affecting their physical and mental wellbeing;

# Why Labour Welfare Cont.

## □ The Social Invasion of the Factory;

- Workers at the workplace are not isolated individuals but members of a society;
- He is a father, a husband and a citizen of a country or a mother, a wife and a citizen;
- As a result, he or she brings with him/her the cultural background of the family and;
- The community to which they belong as well as the social and emotional problems of their groups.

# Why Labour Welfare Cont.

- Rural habit and cultural patterns are often transmitted to the working environment;
- And consequently the problem of absenteeism and irregularity may arise;
- Therefore, when workers enter industry, the resulting social changes they experience;
- As well as the social problems are referred to as the social invasion of the factory.

# Topic Five: Importance of Labour Welfare

- Welfare measures such as affordable food in canteens, free medical facilities, scholarships among others;
- As indirectly increases the real income of the workers;
- Welfare activities also reduces labour turnover, absenteeism and;
- Lateness to work through transportation, canteen services among others;



# Importance of Labour Welfare Cont.

- Welfare activities influence the sentiment of workers feeling that employers and;
- The state are interested in their happiness and welfare, hence, their tendency to grumble is steadily reduced;
- Welfare services go a long way to better the mental health services by reducing the vices of industrialization such as alcoholism, gambling etc.

# Importance of Labour Welfare Cont.

- The provision of various welfare measures such as housing, canteen, medical and;
- Sickness benefit makes the workers feel that they have a stake in the enterprise;
- Therefore they become committed to achieving organizational goals.

# Assignment

- “Labour Welfare Services are not a necessity of Industry”. Discuss.
- With reference to an organization in mind, explain why labour welfare
- Welfare measures such as affordable food in canteens, free medical facilities, scholarships among others indirectly increases the real income of the workers. Discuss