COURSE CODE: SOCI 426

COURSE TITLE: INDUSTRIAL SOCIOLOGY II

SESSION THIRTEEN: LABOUR WELFARE SERVICES IN WORK ORGANIZATIONS

LECTURER: DR. SAMSON OBED APPIAH
DEPARTMENT: SOCIOLOGY

(Contact Information: soappiah@ug.edu.gh)

UNIVERSITY OF GHANA
College of Education
School of Continuing and Distance Education
Provide the following information:

<table>
<thead>
<tr>
<th>Course Code:</th>
<th>Soci 426</th>
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<tbody>
<tr>
<td>Course Title:</td>
<td>Industrial Sociology II</td>
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<tr>
<td>Course Credit</td>
<td>3 Credits</td>
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<td>Session Number &amp;</td>
<td>Session 13</td>
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<td>Session Title:</td>
<td>Labour Welfare Services in</td>
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<td>Work Organizations</td>
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<td>Semester/Year:</td>
<td>Second Semester</td>
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### Course Information (contd.)

Provide the following information:

<table>
<thead>
<tr>
<th>Lecture Period(s)</th>
<th>Insert Lecture Period(s): <em>(Online how many online interactions per week)</em></th>
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</thead>
<tbody>
<tr>
<td>Prerequisites</td>
<td><em>Soci 425: Industrial Sociology I</em></td>
</tr>
<tr>
<td>Teaching Assistant</td>
<td>Insert Teaching Assistant’s Information: <em>(where applicable, provide name and contact information)</em></td>
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</table>
## Course Instructor’s Contact

Provide the following information:

<table>
<thead>
<tr>
<th>Course Instructor(s)</th>
<th>Dr. Samson Obed Appiah</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td></td>
</tr>
<tr>
<td>Office Location</td>
<td>Department of Sociology</td>
</tr>
<tr>
<td>Office Hours</td>
<td>Tuesdays: 1.30pm – 3.30pm</td>
</tr>
<tr>
<td>Phone</td>
<td>0205066293</td>
</tr>
<tr>
<td>E-mail</td>
<td><a href="mailto:soappiah@ug.edu.gh">soappiah@ug.edu.gh</a></td>
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• **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.
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.
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/XXXXXXXXX


• **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


• 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.
• 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”;

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”.

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;
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.
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.
The ILO (1963) divided welfare services into two groups:

- **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.

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