

## Labor Welfare and Social Security

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**Abstract :** Mahatma Gandhi was said "Man becomes great exactly in the degree in which he works for the welfare of his fellow-men". Labor welfare is an important fact of Industrial relations. With the growth of industrialization, mechanization and computerization, labor welfare measures have got the fillip. The author believes that Labor welfare includes provisions of various facilities and amenities in and around the work place for the better life of the workers. Labor welfare is, thus, one of the major determinants of industrial relations. It comprises all human efforts the work place for the better life of the worker. The social and economic aspects of the life of the workers have the direct influence on the social and economic development of the nation. Author thinks that there could be multiple objectives in having, labor welfare programme the concern for improving the lot of the workers, a philosophy of humanitarianism or internal social responsibility, a feeling of concern, and caring by providing some of life's basic amenities, besides the basic pay packet. Such caring is supposed to build a sense of loyalty on the part of the employee towards the organization. The author thinks that Social security is the security that the State furnishes against the risks which an individual of small means cannot today, stand up to by himself even in private combination with his fellows. Social security is one of the pillars on which the structure of a welfare state rests, and it constitutes the hardcore of social policy in most countries. It is through social security measures that the state attempts to maintain every citizen at a certain prescribed level below which no one is allowed to fall. According to author, social assistance is a method according to which benefits are given to the needy persons, fulfilling the prescribed conditions, by the government out of its own resources. Author has analyzed and studied the relationship between the labor welfare social security and also studied various international conventions on provisions of social security by International Authorities like United Nations, International Labor Organization, and European Union etc. Author has also studied and analyzed concept of labor welfare and social security schemes of many countries around the globe ex:- Social security in Australia, Social security in Switzerland, Social Security (United States), Mexican Social Security Institute, Welfare in Germany, Social security schemes of India for labor welfare in both organized sector and unorganized sector. In this Research paper, Author has done the study on the Conceptual framework of the Labour Welfare. According to author, labors are highly perishable, which need constant welfare measures for their upgradation and performance in this field. At last author has studied role of trade unions and labor welfare unions and other institutions working for labor welfare, in this research paper author has also identified problems these Unions and labor welfare bodies' face and tried to find out solutions for the problems and also analyzed various steps taken by the government of various countries around the globe.

**Keywords :** labor welfare, internal social responsibility, social security, international conventions

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