Labour Welfare Fund

Keeping of a Labour Welfare Fund is an example of organized labour welfare activities.

The concept of Labour Welfare Fund has been introduced to provide labour welfare in the unorganized sector.

Labour Welfare Funds have been constituted for workers under various enactments. These funds are to be used for providing welfare facilities to workers such as education, housing, medical care, recreation, sanitation, water supply, insurance, social security etc.

3 types of Labour Welfare Funds:

- Industry-wise funds (like for tea plantations in Assam or for coal mines or for sugar industry)
- State-level funds
- Enterprise-level funds (they exist in undertakings of Central Government such as railway, post & telegraph etc)

Industry-wise Funds

- Beedi Workers Welfare Fund Act, 1976
- Coal Mines Labour Welfare Fund Act, 1942
- Cine Workers' Welfare Fund Act, 1981

State-level Funds

- Bombay Labour Welfare Fund Act, 1953
- Tamil Nadu Labour Welfare Fund Act, 1972

The welfare funds are raised by government by imposing cess on manufactured beedis, feature films, export of mica, export of iron ore etc. The may also comprise of fines raised realized from employees, voluntary donations, government contributions, employee contributions, employer contributions etc.