



Labour law

INTRODUCTION

LABOUR WELFARE REFERS TO ANYTHING THAT IS DONE FOR THE COMFORT AND IMPROVEMENT OF EMPLOYEES AND IS PROVIDED OVER AND ABOVE THE WAGES. IT HELPS TO KEEP THE EMPLOYEE MOTIVATED AND TO RETAIN THEM FOR A LONG DURATION.

LABOUR WELFARE INCLUDES THE FOLLOWING :

- 1) EMPLOYEES HEALTH.*
- 2) EMPLOYEES SAFETY.*
- 3) EMPLOYEES PARTICIPATION IN MANAGEMENT.*
- 4) WAGE INCENTIVES.*
- 5) FRINGE BENEFITS(OTHER SMALL BENEFITS).*

1. EMPLOYEES HEALTH

A. INTRODUCTION:

HEALTH IS A STATE OF COMPLETE PHYSICAL MENTAL AND SOCIAL WELL-BEING AND NOT MERELY THE ABSENCE OF DISEASES. IT IS AN OUTCOME OF INTERACTION BETWEEN THE INDIVIDUAL AND ENVIRONMENT. INDUSTRIAL HEALTH IS:

- PROMOTION AND MAINTENANCE OF PHYSICAL ,MENTAL SOCIAL WELL BEING OF EMPLOYEE IN OCCUPATION.*
- PREVENTION OF DISEASES CAUSE DUE TO WORKING CONDITION.*
- ANTICIPATES AND RECOGNISE HARMFUL SITUATION AND APPLIES MEASURES TO PREVENT DISEASES.*

B. SIGNIFICANCE OF OCCUPATIONAL HEALTH:

EMPLOYEES SPENDS MORE OF THEIR TIME IN INDUSTRIAL SETTINGS . UNLESS THE WORKING CONDITIONS, VENTILATION, CLEANLINESS, TEMPERATURE, ETC ARE PROPER EMPLOYEES CANNOT CONCENTRATE ON WORK. AS A RESULT PRODUCTIVITY FALLS . MOREOVER, ILL HEALTH WILL ALSO FORCE EMPLOYEES TO BE ABSENT FROM WORK . WHICH LEADS TO HIGH RATE OF ABSENTEEISM AND LABOUR TURNOVER.

INDUSTRIAL HEALTH IS ESSENTIAL FOR THE FOLLOWING REASONS:

- ❑ TO MAINTAIN AND IMPROVE PRODUCTIVITY AND QUALITY OF WORK.
- ❑ TO MINIMISE ABSENTEEISM AND LABOUR TURNOVER .
- ❑ TO IMPROVE EMPLOYEES MOTIVATION AND MORALE.
- ❑ TO REDUCE SPOILAGE AND COST OF OPERATION.

C. WORKING CONDITIONS AFFECTING HEALTH:

- CLEANLINESS .
- LIGHTING .
- TEMPERATURE AND VENTILATION.
- FREEDOM FROM NOISE .
- DUST CONTROL .
- WORKING SPACE AND SEATING ARRANGEMENT .

D. OCCUPATIONAL HAZARDS AND DISEASES :

IN CERTAIN INDUSTRIES WORKERS ARE EXPOSED TO HEALTH HAZARDS AND DISEASES . THESE MAY ARISES DUE TO FOLLOWING:

- CHEMICAL SUBSTANCES.*
- BIOLOGICAL SUBSTANCE.*
- ENVIRONMENTAL HAZARDS.*
- ATMOSPHERIC CONDITION.*

E. INDUSTRIAL HEALTH PROGRAMME :

EVERY INDUSTRIAL ESTABLISHMENT SHOULD HAVE TO FORMULATE AND IMPLEMENT A POSITIVE POLICY AND PROGRAMME TO MAINTAIN THE GOOD HEALTH OF ITS EMPLOYEES . SUCH A PROGRAMME SHOULD CONSISTS OF FOLLOWING STEPS:

- MAINTENANCE AND SUPERVISION OF SATISFACTORY SANITATION AND HYGIENE.*
- MAINTENANCE OF ADEQUATE AND CONFIDENTIAL MEDICAL RECORDS.*
- PROPER MEDICAL EXAMINATION OF EVERY NEW EMPLOYEE.*
- PROPER FIRST AID TREATMENT FOR OCCUPATIONAL INJURIES AND DISEASES.*
- ADEQUATE EMERGENCY CARE AND HOSPITALISATION FACILITIES.*

F. STATUTORY PROVISIONS CONCERNING HEALTH:

THE FACTORIES ACT, 1948 LAYS DOWN THE FOLLOWING PROVISIONS CONCERNING EMPLOYEES HEALTH.

- CLEANLINESS.*
- DISPOSAL OF WASTE.*
- VENTILATION AND TEMPERATURE.*
- DUST AND FUMES.*
- OVERCROWDING.*
- LIGHTING.*
- DRINKING WATER.*
- SPITTOONS.*

2. EMPLOYEES SAFETY.

A. INTRODUCTION:

INDUSTRIAL WORKERS ARE EXPOSED TO SEVERAL TYPES OF HAZARDS AND ACCIDENTS . EVERY YEAR LAKHS OF EMPLOYEES ARE INJURED IN FACTORIES , MINES , PORTS, RAILWAYS, ETC.

ACCORDING TO FACTORIES ACT, 1948 IT IS “AN OCCURRENCE IN AN INDUSTRIAL ESTABLISHMENT CAUSING BODILY INJURY TO A PERSON WHICH MAKES HIM UNFIT TO RESUME HIS DUTIES IN THE NEXT 48 HOURS”. HOWEVER, SELF-INFLICTED INJURIES, INJURIES INFLICTED WITH CONSENT OF PERSON CANNOT BE REGARDED AS AN ACCIDENTS.

B. SIGNIFICANCE OF INDUSTRIAL SAFETY:

INDUSTRIAL SAFETY AND EFFICIENCY ARE DIRECTLY RELATED WITH EACH OTHER. SURVEYS AND STUDIES REVEALS THAT WHEREVER SAFETY MEASURES ARE GOOD, LABOUR PRODUCTIVITY IS HIGH. THIS IS SO BECAUSE EMPLOYEES CAN CONCENTRATE ON THEIR WORK WITH CONFIDENCE AND WITHOUT FEAR.

INDUSTRIAL ACCIDENTS CAUSE A GREAT LOSS TO BOTH EMPLOYER AND THE EMPLOYEES SUCH AS:

- ❑ COST OF COMPENSATION TO THE REQUIRED EMPLOYEE;*
- ❑ COST OF MEDICAL AID;*
- ❑ COST OF INVESTIGATION INTO THE ACCIDENT;*
- ❑ COST OF SPOILAGE OF MATERIAL;*
- ❑ COST OF DAMAGES TO MACHINERY;*
- ❑ COST OF WAGES PAYABLE DURING THE INJURY;*
- ❑ COST OF TO WORKER AND HIS FAMILY.*

C. CAUSES OF INDUSTRIAL ACCIDENTS:

INDUSTRIAL ACCIDENTS TAKES PLACE DUE TO SEVERAL REASONS ARISING FROM PEOPLE, WORKING CONDITIONS, AND OTHER FACTORS. THESE CAUSES MAY BE CLASSIFIED AS FOLLOWS:

A. UNSAFE CONDITIONS: THESE REFERS TO WORK RELATED OR TECHNICAL CAUSES.

- THE JOB ITSELF.*
- WORK SCHEDULE.*
- PSYCHOLOGICAL CONDITIONS.*
- MACHINERY AND EQUIPMENT.*

b. UNSAFE ACTS: THESE REFERS TO THE LACK OF SKILLS, KNOWLEDGE AND FAULTY ATTITUDES.

- OPERATING WITHOUT AUTHORITY.*
- FAILURE TO LISTEN TO WARNINGS.*
- CARELESS THROWING OF MATERIAL ON FLOOR.*
- USING UNSAFE EQUIPMENT ,ETC .*

C. MISCELLANEOUS CAUSES:

- INDIVIDUAL FACTORS.*
- TASK RELATED FACTORS.*
- ORGANISATIONAL FACTORS.*

D. MEASURES TO ENSURE INDUSTRIAL SAFETY:

MAIN STEPS THAT CAN BE TAKEN TO ENSURE SAFETY AND SECURITY OF EMPLOYEES ARE AS FOLLOWS:

- 1. SAFETY POLICIES.*
- 2. SAFETY COMMITTEE.*
- 3. SAFETY ENGINEERING*
 - a. GUARDING OF MACHINES.*
 - b. MATERIAL HANDLING*
 - c. EQUIPMENT. SAFETY DEVICES.*
 - d. PLAN MAINTENANCE.*
 - e. GENERAL HOUSE-KEEPING.*
- 4. SAFETY EDUCATION AND TRAINING.*

E. SAFETY PROVISIONS UNDER FACTORIES ACT:

THE FACTORIES ACT, 1948 LAYS DOWN THE FOLLOWING SAFETY PROVISIONS:

- a. FENCING OF MACHINERY*
- b. WORK ON OR NEAR MACHINERY IN MOTION.*
- c. EMPLOYMENT OF YOUNG PERSONS ON DANGEROUS MACHINES.*
- d. STRIKING GEAR AND DEVICES FOR CUTTING OFF POWER.*
- e. SELF-ACTING MACHINES.*
- f. CASING OF NEW MACHINERY.*
- g. HOISTS AND LIFTS.*
- h. LIFTING MACHINES, CHAINS, ROPES AND LIFTING TACKLES.*
- i. REVOLVING MACHINERY.*
- j. FLOOR, STAIRS AND MEANS OF ACCESS.*
- k. EXCESSIVE WEIGHTS.*
- l. PROTECTION OF EYES.*
- m. PRECAUTIONS AGAINST DANGEROUS FUMES.*
- n. PRECAUTIONS IN CASE OF FIRES.*
- o. EMPLOYEES FITNESS PROGRAMMES.*

3.EMPLOYEE PARTICIPATION IN MANAGEMENT:

CREATING A HEALTHY AND SAFE WORKPLACE IS NOT A SOLE RESPONSIBILITY OF MANAGEMENT . WORKERS INVOLVEMENT IS VITAL TOO AS THE MANAGERS ALWAYS DO NOT HAVE THE SOLUTIONS FOR ALL HEALTH AND SAFETY PROBLEMS, THEREFORE WORKERS AND MANAGERS NEED TO WORK TOGETHER CLOSELY TO FIND JOINT SOLUTIONS TO COMMON PROBLEMS.

a. BENEFITS OF EMPLOYEES PARTICIPATION IN SAFETY AND HEALTH INCLUDES:

- b. LOWER ACCIDENTS AND SICKNESS RATES.
- c. REDUCE RISK AND COST AS THE EMPLOYEES ABSENCE AND TURNOVER
- d. DECREASES. IMPROVED STANDING AMONG SUPPLIERS AND PARTNERS.
- e. TRUST AND RESPECT AMONG THEM.
- f. DEVELOP REALISTIC AND EFFECTIVE WAYS OF PROTECTING EMPLOYEES.

BETTER COMMUNICATION AND INCREASE MORALE AND MOTIVATES EMPLOYEES.

4 .WAGE INCENTIVES:

A. INTRODUCTION:

THE TERM WAGE INCENTIVE HAS BEEN USED BOTH IN RESTRICTED SENSE OF PARTICIPATION AND IN THE WIDEST SENSE OF FINANCIAL MOTIVATION.ACCORDING TO NATIONAL COMMISSION OF LABOUR “WAGE INCENTIVES ARE EXTRA FINANCIAL MOTIVATION . THEY ARE DESIGNED TO STIMULATE HUMAN EFFORT BY REWARDING THE PERSON , OVER AND ABOVE THE TIME RATED REMUNERATION , FOR IMPROVEMENTS IN THE PRESENT OR TARGETED RESULTS.”

WAGE INCENTIVE MAY BE DEFINE AS A SYSTEM OF PAYMENT UNDER WHICH THE AMOUNT PAYABLE TO A PERSON IS LINKED WITH HIS OUTPUT. SUCH A PAYMENT MAY ALSO CALLED AS PAYMENT BY INCENTIVES.

B. OBJECTIVES OF WAGE INCENTIVE SCHEME :

WAGE INCENTIVE SCHEME AIMS AT THE FULFILMENT OF ONE OR MORE OBJECTIVES:

- a. **IMPROVE THE PROFIT BY REDUCING THE UNIT COST OF LABOUR AND MATERIAL.**
- b. **MINIMISATION OF ADDITIONAL CAPITAL REQUIRED FOR EXPANSION OF PRODUCTION.**
- c. **TO INCREASE EMPLOYEES EARNING WITHOUT DRAGGING THE FIRM INTO HIGHER WAGE RATE STRUCTURE.**
- d. **TO USE WAGE INCENTIVE AS A USEFUL TOOL FOR SECURING A BETTER UTILISATION OF MANPOWER.**

C. MERITS OF WAGE INCENTIVE SCHEME :

- a. HELPS IN INCREASE PRODUCTIVITY.
- b. KEEPS EMPLOYEES CONNECTED TO ORGANISATION.
- c. KEEPS EMPLOYEES MOTIVATED.
- d. HELPS IN RETAIN EMPLOYEES.
- e. BUILDS EMPLOYEES INTEREST IN WORK.
- f. INCREASE EARNING AND REDUCE DIRECT LABOUR COST.

5. FRINGE BENEFITS:

A. INTRODUCTION :

EMPLOYEES ARE PAID SEVERAL BENEFITS IN ADDITION TO THE WAGES, SALARIES,

ALLOWANCE, BONUS ETC. THESE BENEFITS AND SERVICES ARE CALLED “FRINGE BENEFITS” BECAUSE THESE ARE OFFERED BY THE EMPLOYER AS FRINGE.

THE MAIN FEATURES OF FRINGE BENEFITS ARE AS FOLLOWS:

- a. THESE ARE SUPPLEMENT TO REGULAR WAGE AND SALARIES.*
- b. THESE BENEFITS ARE PAID TO STIMULATES THEIR WORK.*
- c. FRINGE BENEFITS ADD TO THE WORKER’S STANDARD OF LIVING.*

B. OBJECTIVES OF FRINGE BENEFITS :

FRINGE BENEFITS ARE GIVEN FOR THE FOLLOWING REASONS:

- a. TO RECRUIT AND RETAIN THE BEST EMPLOYEES.*
- b. TO PROTECT EMPLOYEES AGAINST CERTAIN HAZARDS, LIFE INSURANCE, OLD AGE PENSION, ETC.*
- c. TO IMPROVE MOTIVATION AND MORALE OF WORKERS.*
- d. TO IMPROVE THE PUBLIC IMAGE OF ENTERPRISE.*
- e. TO SATISFY THE DEMAND OF TRADE UNIONS.*
- f. TO MEET STATUTORY REQUIREMENT ,ETC.*

**THANK YOU
FROM,
PROF.SAKSHI SHIVHARE**