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Programme: M.A.,HUMAN RESOURCE MANAGEMENT

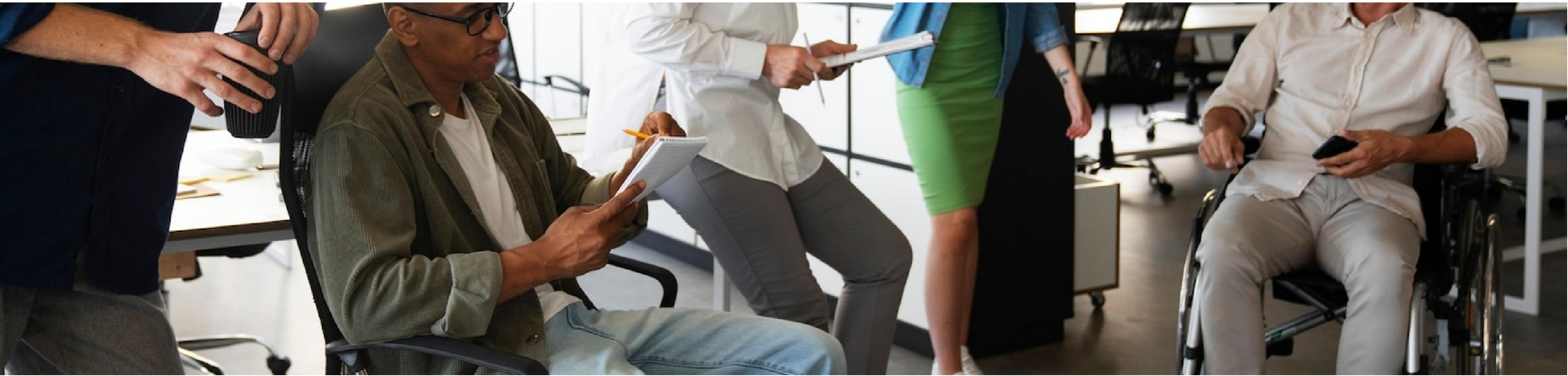
**Course Title : labour laws
Course Code : 22HRM3CC13**

**Unit-I
Basic concept**

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INTRODUCTION TO LABOR LANDSCAPE

Navigating the complexities of the modern workplace is essential. This presentation explores the **interplay** between wages, welfare, and rights, shedding light on how these elements shape employee experiences. Join us as we embark on this enlightening journey through the current labor market.



THE WAGE DILEMMA

Understanding wages is crucial in today's economy. Many employees face challenges such as income inequality and stagnant salaries. This slide delves into the factors influencing wage structures and how they affect workers' financial stability and overall well-being.



WELFARE IN THE WORKPLACE

Employee welfare plays a vital role in job satisfaction and productivity. Companies are increasingly recognizing the importance of providing benefits such as **healthcare**, paid leave, and mental health support. This slide highlights innovative welfare programs that enhance workplace morale.



RIGHTS OF WORKERS

Workers' rights are the cornerstone of fair labor practices. This section discusses essential rights such as collective bargaining, anti-discrimination laws, and safe working conditions. Understanding these rights empowers employees to advocate for themselves and their colleagues.



THE ROLE OF TECHNOLOGY

Technology is reshaping the workplace, influencing wages, welfare, and rights. Automation and remote work are creating new opportunities and challenges. This slide examines how digital tools can enhance employee experiences while also posing risks to job security.



Definition of Wages

- **Wages:** The payment made by an employer to an employee in exchange for work performed, typically measured on an hourly, daily, or piecework basis.
- **Key Characteristics:** Regular payment, agreed amount, form of compensation.

Importance of Wages

- **Economic Stability:** Wages ensure workers can afford basic goods and services.
- **Motivation & Productivity:** Proper wages can motivate employees to work efficiently.
- **Social Equity:** Wages play a crucial role in reducing income inequality.

Evolution of Wages

- **Early Wage Systems:** Barter system and piece-rate wages.
- **Industrial Revolution:** Introduction of hourly wages, factory conditions.
- **Modern Wage Systems:** Minimum wages, living wages, and collective bargaining.

Legal Provisions Relating to Wages

- **Fair Wage Acts:** Legislation to ensure fair compensation for workers.
- **Minimum Wage Laws:** Legal requirement for the lowest possible wage an employer can pay.
- **Payment of Wages Act:** Regulates timely payment and deductions.

Payment of Wages Act (1936)

- **Purpose:** Ensures the timely and regular payment of wages to workers.
- **Scope:** Covers all workers in factories, industrial establishments, and workshops.
- **Key Provisions:**
 - Payment on time.
 - Restrictions on unauthorized deductions.

Working Conditions - Definition

- **Definition:** The environment, terms, and conditions under which employees work, including physical, mental, and organizational factors.
- **Key Elements:** Work hours, safety standards, ergonomics, job security.

Importance of Working Conditions

- **Employee Well-being:** Safe and healthy working conditions improve overall well-being.
- **Productivity:** Better working conditions contribute to increased efficiency.
- **Employer Responsibility:** Employers must ensure a conducive environment to attract and retain workers.

Legal Provisions on Working Conditions

- **Factories Act (1948):** Regulates working conditions in factories, including safety, health, and welfare measures.
- **Workplace Safety:** Laws to prevent accidents and health issues at the workplace.
- **Hours of Work:** Regulations on maximum working hours, rest periods, and overtime.

Industrial Disputes Act (1947)

- **Purpose:** Prevent and resolve industrial disputes through legal provisions.
- **Key Features:** Mechanisms for conciliation, arbitration, and adjudication.
- **Impact:** Aims to ensure peaceful relations between employers and employees.

Labour Welfare - Definition

- **Definition:** The provision of services, amenities, and benefits to improve the quality of life of workers.
- **Scope:** Covers both physical and psychological welfare.
- **Focus:** Provides financial, health, and educational benefits.

Importance of Labour Welfare

- **Enhances Productivity:** Welfare programs lead to motivated and healthy workers.
- **Reduces Conflict:** Ensures peaceful industrial relations by addressing workers' needs.
- **Improves Work-Life Balance:** Provides a healthier work environment for employees.

- **Types of Labour Welfare Programs**
- **Health & Safety:** Medical facilities, clean working environment.
- **Recreational Facilities:** Sports, cultural events, and other leisure activities.
- **Financial Welfare:** Provident funds, insurance, pensions.

Legal Provisions on Labour Welfare

- **Factories Act (1948):** Provides welfare measures like canteens, restrooms, and first-aid facilities.
- **The Payment of Gratuity Act (1972):** Provides for retirement benefits.
- **Maternity Benefits Act:** Ensures paid leave for female employees.
- **Industrial Relations - Definition**
- **Definition:** The relationship between employers, employees, and the government, involving collective bargaining, dispute resolution, and collaboration.
- **Objective:** Ensures harmony between the workforce and management.

Importance of Industrial Relations

- **Conflict Prevention:** Minimizes industrial disputes and strikes.
- **Increased Productivity:** Better cooperation leads to enhanced productivity.
- **Economic Growth:** Stability in industrial relations fosters economic growth.

CONCLUSION: THE FUTURE OF LABOR

As we navigate the landscape of labor, the interconnection between wages, welfare, and rights becomes increasingly clear. By fostering a culture of equity and inclusivity, we can create a more just workplace for all. The future of labor depends on our collective efforts to champion these values.