



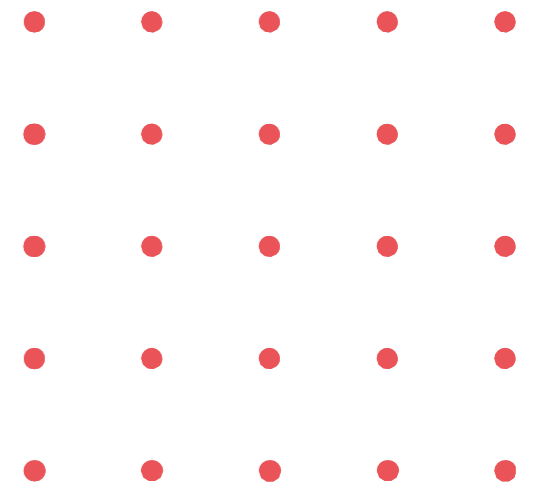
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Programme: M.A.,HUMAN RESOURCE MANAGEMENT

Course Title : labour laws
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Unit-II
Safety and welfare

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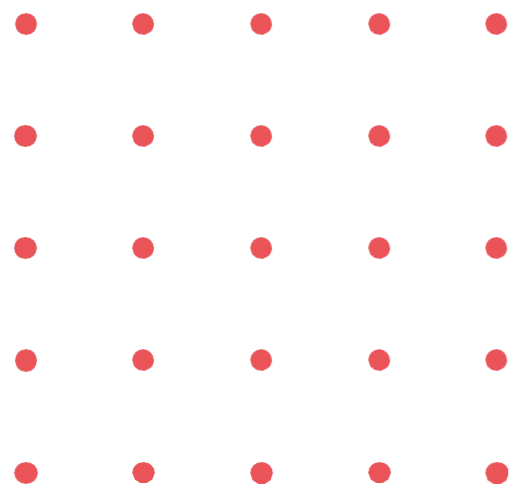


- This presentation provides a **comprehensive overview** of **safety and welfare regulations** under major labor acts. We will examine key provisions and relevant **case law** that shape workplace safety standards and employee welfare. Understanding these regulations is crucial for compliance and fostering a safe work environment.

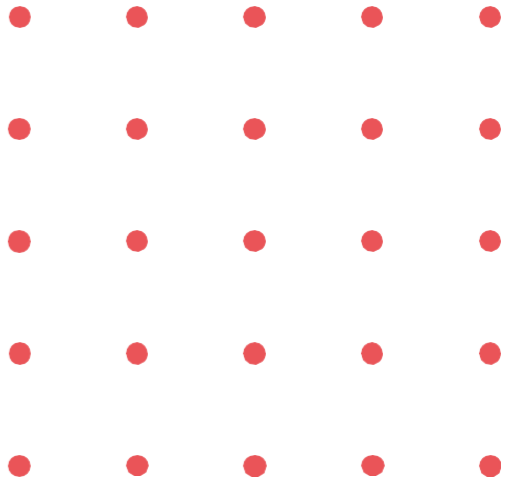
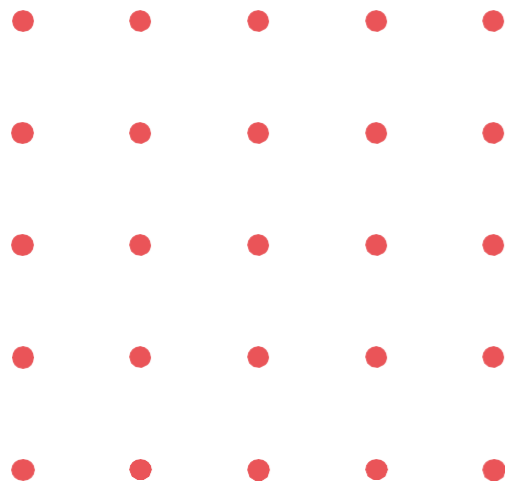
Major Labor Acts Overview



Key labor acts, such as the **Occupational Safety and Health Act (OSHA)** and the **Fair Labor Standards Act (FLSA)**, establish fundamental guidelines for workplace safety and employee rights. This slide will outline the **main objectives** and **scope** of these acts, emphasizing their impact on labor practices.

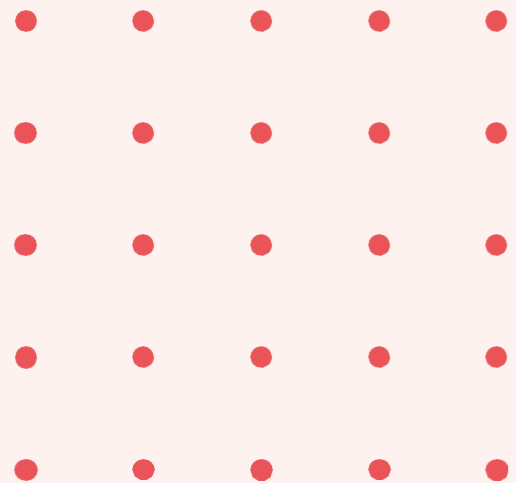


The **Occupational Safety and Health Administration (OSHA)** sets forth critical regulations aimed at ensuring safe working conditions. This slide will highlight crucial **safety standards**, employee rights to a safe workplace, and the responsibilities of employers to maintain compliance with OSHA regulations.



Welfare Regulations Under FLSA

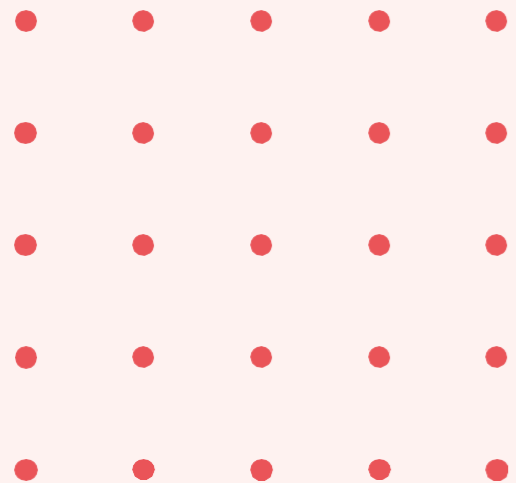
The **Fair Labor Standards Act (FLSA)** governs minimum wage, overtime pay, and youth employment. This slide will discuss the **welfare provisions** of the FLSA, including how they protect workers' rights and promote fair labor practices in various industries.



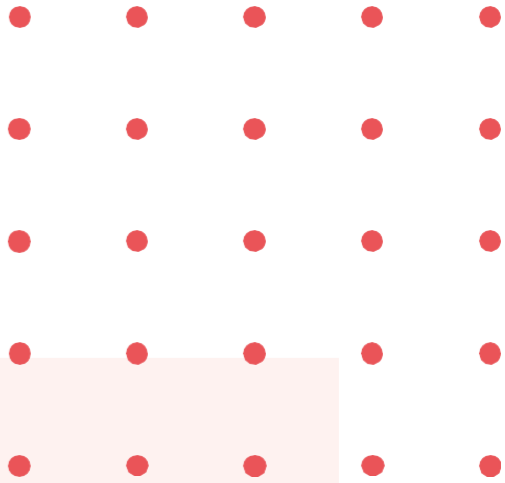


CaseLaw Impact on Regulations

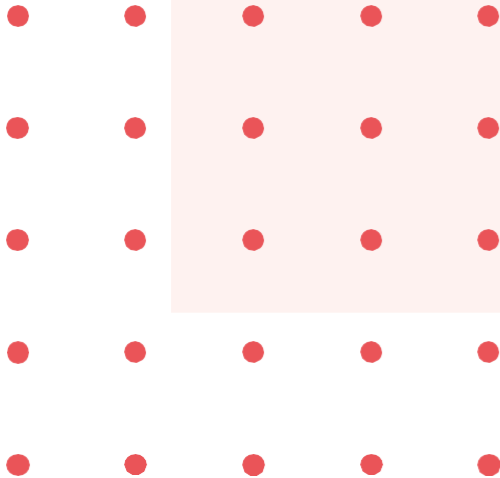
Case law plays a pivotal role in interpreting and enforcing safety and welfare regulations. This slide will cover significant **court cases** that have shaped labor law, illustrating how judicial decisions influence regulatory frameworks and workplace practices.



Conclusion and Future Directions



In conclusion, understanding safety and welfare regulations is essential for both employers and employees. As labor laws evolve, staying informed about **key provisions** and **case law** will ensure compliance and promote a safer workplace. Continuous improvement in safety standards is vital for future labor practices.



The Factories Act, 1948 – Definition

- **Definition:** The Factories Act, 1948 is an Indian legislation to ensure the health, safety, welfare, and working hours of workers in factories.
- **Purpose:** To regulate working conditions in factories, ensure worker safety, and improve the overall working environment.

- **The Factories Act, 1948 – Scope**
- **Scope:** Applies to factories using 10 or more workers (with power) or 20 or more workers (without power).
- Covers working hours, health, safety measures, welfare facilities, and employment of children and women.

Important Provisions of The Factories Act, 1948

- **Health and Safety:** Ensures proper cleanliness, ventilation, and provision of restrooms.
- **Working Hours:** Limits working hours to 48 hours per week, with no more than 9 hours a day.
- **Welfare Provisions:** Provides for canteens, first-aid, and crèches for women workers.

Case Law - The Factories Act, 1948

- **Case:** *Vishaka vs. State of Rajasthan* (1997)
- Recognized the need for policies on workplace sexual harassment under the framework of the Factories Act.
- **Importance:** Set the legal precedent for the safety of women workers in factories.

The Trade Unions Act, 1926 – Definition

- **Definition:** The Trade Unions Act, 1926 is an Indian law that provides for the formation, registration, and regulation of trade unions.
- **Purpose:** To ensure the legal rights and recognition of trade unions representing workers.

The Trade Unions Act, 1926 – Scope

- **Scope:** Applies to trade unions that aim to regulate workers' conditions, wages, and disputes.
- Covers legal registration, functioning, and rights of trade unions to protect workers' interests.

Important Provisions of The Trade Unions Act, 1926

- **Registration of Trade Unions:** Union must register with the government to be recognized.
- **Rights of Registered Unions:** Right to collective bargaining, represent workers in industrial disputes, and protect workers' welfare.
- **Liability of Unions:** Limits on trade unions' liability for legal actions.

Case Law - The Trade Unions Act, 1926

- **Case:** *The All India Bank Employees Association vs. The National Industrial Tribunal (1962)*
 - The court ruled on the legitimacy of trade unions and their role in collective bargaining in public sector banks.
- **Importance:** Reinforced the role of trade unions in negotiating better conditions for employees.

The Payment of Wages Act, 1936 – Definition

- **Definition:** The Payment of Wages Act, 1936 ensures timely payment of wages to workers and regulates unauthorized deductions.
- **Purpose:** To safeguard workers against delayed wages and wrongful deductions by employers.

The Payment of Wages Act, 1936 – Scope

- **Scope:** Applies to workers in factories, railways, and other industrial establishments where wages are paid.
- Covers all aspects of wages, including deductions, payment timelines, and conditions.
- **Important Provisions of The Payment of Wages Act, 1936**
- **Wage Payment Timeliness:** Wages must be paid on time, no later than the 7th or 10th day of the following month.
- **Deductions:** Specifies permissible deductions, such as for fines, absence, or damage to property.
- **Dispute Redressal:** Provides workers with legal recourse to challenge unlawful wage practices.

Case Law - The Payment of Wages Act, 1936

- **Case:** *The Payment of Wages Act vs. Bhilwara Textile* (2009)

- The case dealt with delayed payment of wages and how the employer violated statutory time limits under the Act.

- **Importance:** Established the precedence of ensuring prompt payment to workers.

The Minimum Wages Act, 1948 – Definition

- **Definition:** The Minimum Wages Act, 1948 ensures that workers are paid a minimum rate for their labor.
- **Purpose:** To prevent exploitation by setting a statutory minimum wage in various industries.

The Minimum Wages Act, 1948 – Scope

- **Scope:** Applies to workers in scheduled employments like agriculture, construction, and manufacturing industries.
 - Covers minimum wages, revision of rates, and enforcement mechanisms for workers' protection
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- **Important Provisions of The Minimum Wages Act, 1948**
 - **Minimum Wage Fixation:** State governments fix minimum wages for workers in different industries.
 - **Payment of Wages:** Employers must ensure wages are paid at or above the prescribed minimum rate.
 - **Enforcement:** Provides a mechanism to enforce minimum wage standards through government bodies.

Conclusion

- Recap of the six important labour laws and their role in protecting workers' rights, safety, and welfare.
- The need for continuous improvement and enforcement of these laws.