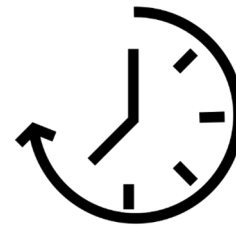


Labour Welfare Legislation



Background- Why was it formed?

- The condition of labour was miserable
- Child Labour
- Poor working conditions
- Long hours of work
- No safety measures with regard to life
- Exploitation of labour
- Inadequate sanitation facilities



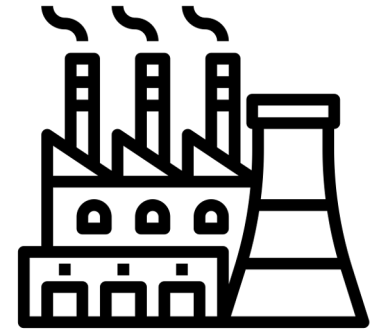
Many social workers and religious leaders made Labour Welfare Activities to work towards workers welfare. Lets learns some of the important acts and the provisions under them



Factories Act, 1948

The main aim of the act were

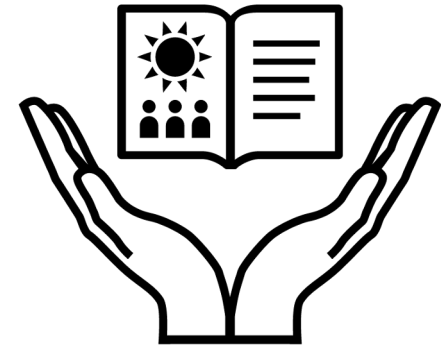
- To regulate working conditions in factories
- To ensure adequate safety measures
- To regulates the working hours, leave and minimum wages



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from Noun Project

Prominent Provisions

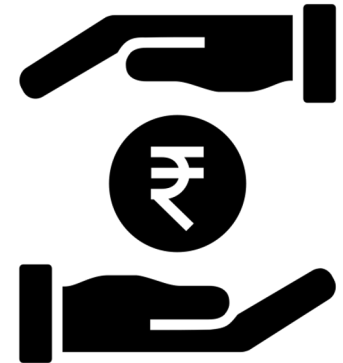
- Section 11- Cleanliness in every factory
- Section 12- Disposal of wastes
- Section 13- Ventilation and Temperature
- Section 18- Availability of pure drinking water
- Section 19- Accommodation for clean urinals
- Section 45- Well equipped first aid box supply



Employees Provident Funds Act, 1952

Presently the below schemes are in operation

1. Employees' Provident Fund Scheme, 1952
2. Employees' Pension Scheme, 1995
3. Employees' Deposit linked Insurance Scheme, 1976



The main aims of this act are

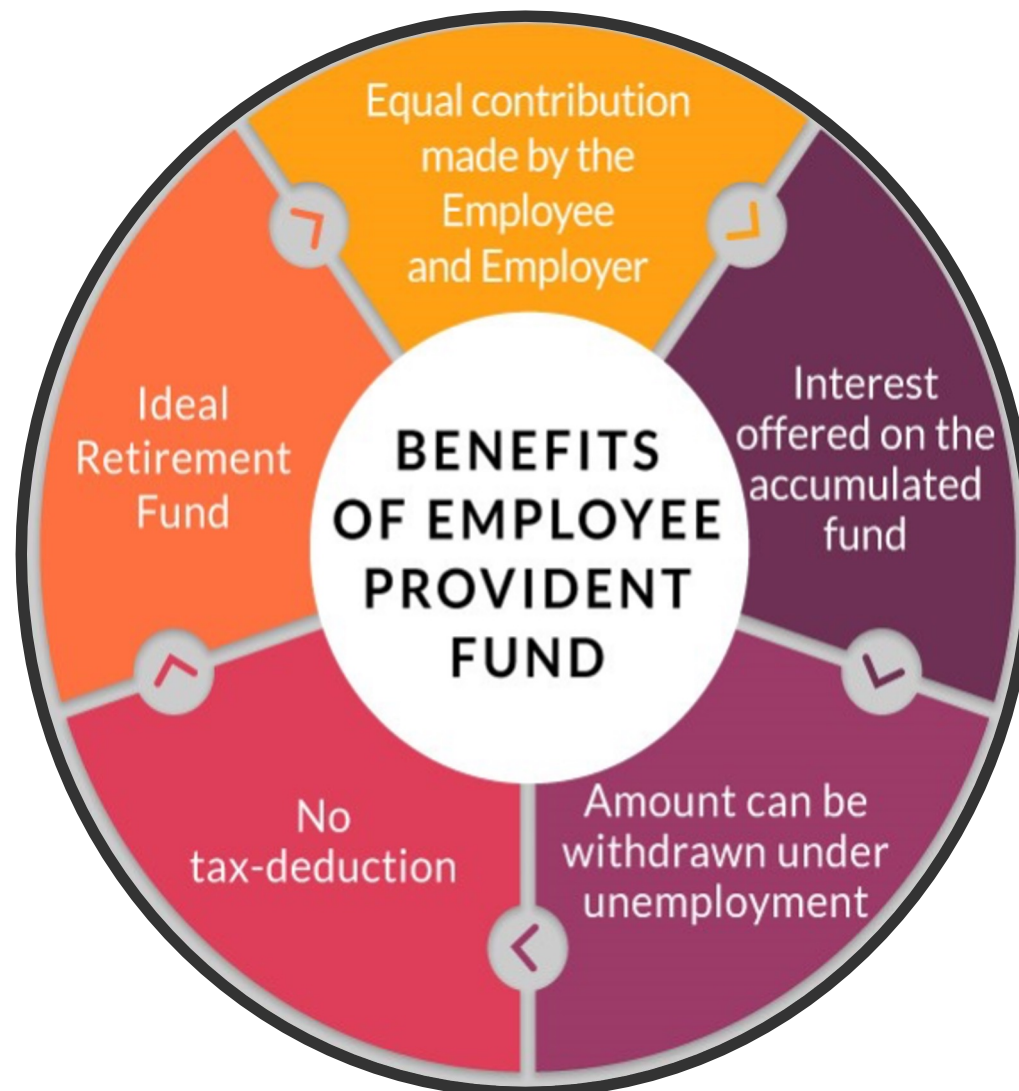
It is applicable for all organizations with 20 or more employees

Contributions to the Provident Fund are to be made at the rate of 12% of the wages by the employers with the employee contributing an equal amount

To be eligible for the PF Scheme, an employee's salary has to be Rs 15,000 per month

New members (joining on or after 1 September 2014) drawing wages above Rs 15,000 per month shall not be eligible to voluntarily contribute to the Pension Scheme.

The EPF Act contains provisions for transfer of accumulations in case of change of employment



Swathi Kallesh

The Employee's Compensation Act, 1923

The Act was formally known as "The Workmen Compensation Act, 1923"

It was one of the important social security Legislations

This Act applies to factories, mines, docks, construction establishments, plantations, oilfields and other establishments listed in Schedules II and III of the Act



It aims to provide financial protection to workmen and their dependents in case of accidental injury

It also lays down various amount payable depending upon the type of injury

Payment of Bonus Act, 1965



This act aims at providing bonus payment to employees

The bonus is based on the profits, production or productivity of the organisation

It is applicable to establishments with 20 or more employed persons

The act provides for a minimum bonus of 8.33 percent of wages and a maximum of 20%

Eligibility

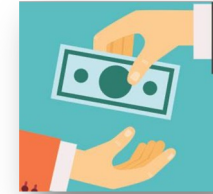
Every establishment in which 20 or more persons are employed

All employees drawing remuneration of less than Rs 10,000

Who has worked for not less than 30 days

For the calculation of bonus, a maximum salary of Rs 3,500 is considered.

Payment of Wages Act, 1936



The act aims at

Regulating the payment of wages to certain classes of persons employed in the industry

Guarantees payment of wages on time and without any deductions

Takes responsibility for payment of wages, fixation of wage period, time and mode of payment of wages

Prevents unauthorized deductions from the wages



Employees' State Insurance Act, 1948



The ESI act is a beneficial and social legislation

It provides certain benefits to employees in case of sickness, maternity and employment injury

The act has provisions for benefits like medical relief, maternity benefits to woman workers, cash benefits, pension to dependents of deceased workers and compensation for fatal or other injuries and diseases

Eligibility

- All establishments where 10 or more persons are employed
- All employees, including casual, temporary or contract employees drawing wages less than Rs 15,000 per month
- The employer should get his/her factory or establishment registered with the Employees' State Insurance Corporation (ESIC) within 15 days after the Act becomes applicable to it

Prominent Features

- Enhancing the age limit of dependent children for eligibility to dependents benefit
- Extending the medical benefit to dependent minor brother/sister in case of insured persons not having own family and whose parents are also not alive
- Streamlining the procedure for assessment of dues from defaulting employers

- The continued medical benefit to insured persons retiring under VRS scheme or taking premature retirement
- Treating commuting accidents as employment injury
- Third party participation in commissioning and running of the hospitals
- Streamlining the procedure for grant of exemptions
- Opening of medical/ dental/ paramedical/ nursing colleges to improve the quality of medical care





The employer is required to contribute at the rate of 4.75% of the wages paid/ payable in respect of every wage period

The employees are also required to contribute at the rate of 1.75% of their wages

To know more about the acts and the provisions click on them

[Factories Act, 1948](#)

[Employees' State Insurance Act, 1948](#)

[Payment of Wages Act, 1936](#)

[Payment of Bonus Act, 1965](#)

[Employees Provident Funds Act, 1952](#)

[The Employee's Compensation Act, 1923](#)

Reference

Image 1: Social Services Available at <https://thenounproject.com/term/social-services/620/>

Image 2: Child Labour available at <https://thenounproject.com/term/child-labor/2479523/>

Image 3: Time: Available at: <https://thenounproject.com/term/time/7383/>

Image 4: abuse by Jessica Lock from the Noun Project available at <https://thenounproject.com/term/abuse/43499/>

Image 5: In the [Law And Justice Collection](#)

Image 6: Factory by supalerk laipawat from the Noun Project available at <https://thenounproject.com/search/?q=factory&i=3380657>

Image 7: Available at <https://thenounproject.com/search/?q=book+and+hand&i=41336>

Reference

Image 8: hand money by alvianwijaya from the Noun Project Available at <https://thenounproject.com>

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