Human Resource Management: Labor Laws and labor Welfare

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Abstract

Economic changes in one country are characterized by growth in the secondary and tertiary sector. At present, these sectors account for less than 30% of the labor force, but contribute almost twice as much to GDP. It is labour-intensive and it is essential to create jobs in these areas. However, this presumption can only arise if we walk the path of labor reform. Some economists have vehemently criticized the strictness of labor laws in the nations. They think that this rigid law is the cause of the decline in employment and may hinder the India’s Make campaign. They require flexibility in recruitment and dismissal.

Keywords: Labour laws, industrialisation, labour policy, and labour welfare.

INTRODUCTION
Labor plays a very important role in national industrial production. Human resource managers are actually interested in the management of people at work. In the past, industrialists and employers were of the opinion that only paying employees had to pay a satisfactory wage. Introduction of concepts in the course of time Human Resource Management Psychology Research has convinced employees that more important things are needed. Work Welfare The terms employee well-being and well-being of employees are used interchangeably to represent different services that employers often provide to their employees in addition to their wages.

Labor laws are used to indicate which laws have been adopted to regulate working conditions and labor relations in factories, mines and other facilities.(1)

According to the United Nations, India is with its largest youth population at a time when the dream of becoming a super-economy is no longer a utopia, but a sweet possibility. The most important obstacle between the ambitious project and the reality of the first prime minister is labor law. From a mixed perspective, labor laws and reforms have always been the subject of controversies. In these scenarios, it is essential that both employees in the organized and non-organized sectors are
aware of current laws and rights and ongoing reforms.(2)

The World Rights Index (2016), which is published annually by the International Trade Union Confederation (ITUC), is among the top ten Indian employees. Violence, the massive exclusion of employees from labor law and arrest are the reasons for the poor ranking of the country. India has consistently maintained its position in the index since 2014. The International Labor Organization (ILO) has eight core agreements against forced labor. India has ratified only four people and does not agree with the following four people.(3)

1. Protection of association freedom and freedom of association
2. Negotiation of organizations and collective bargaining rights
3. Minimum age competition
4. The worst forms of child labor agreements

The prime minister intends to resume labor reform by announcing two new laws, the Industrial Pension Act (2016) and the Wage Act (2016), later in the budget to implement his ambitious project. As with land reform, it is expected that even this bill will be opposed by opposition parties and trade unions.(4, 5)

Whatever the fate of this measure, draw attention to the existing labor legislation. These laws are complex and their use and understanding depends on many factors. The best way to protect your head against this law is to obtain legal advice from the employment law lawyers. Here are five labor laws that every employee should know:

**Meaning of work well-being**

There is no definition of work well-being as a dynamic concept in which new welfare measures are added to existing welfare benefits, together with social well-being. A modern concept of work well-being includes the employer's activity to provide specific facilities and services directly to employees in addition to wages and salaries. For this reason, well-being is a very comprehensive term that can cover all activities related to the social, moral and economic improvement of the employees provided by the organization.(6)

**Historical development of Indian law**

Labor law in India is based on the growth of industry, its origins and development. In 1880 the government formed a factory committee. The factory law was adopted in 1881 in accordance with the recommendation of the factory committee. After the end of the First World War in 1918, the government recognized the problems that workers and industries face. India has cleared the way to become a member of I.L.O. In India, the pace of labor legislation has been accelerated and shaped. Another important labor law, the Workers Compensation Act of 1923, was adopted by the British government in 1923. It went on 1 July 1924.(7)

After independence, the government of India assumed the role of welfare state. By the number of such labor laws. Especially among them are the following:
• The minimum wage is the law of 1948.
• Employees were covered by insurance in 1948.
• Staff remuneration fund and scheme 1952.
• Pupil behavior, 1961.
• Bonus payment, 1965.
• Payment of the 1972 Faituity Act.
  • Equal Remuneration Act 1976.

Legal development
Labor exploitation, long working hours, poor hygiene and lack of safety measures were typical features of life in the factory. In the early days of industrial development, the welfare of the workers was largely humanitarian for social workers, philanthropists and other religious leaders. In 1875, according to the testimony of the factory committee, the labor situation in the textile factory in Bombay was disastrous. With the death of the Indian factory law in 1881, the movement began to improve working conditions in India. The government recognized the right to protect the interests of employees through appropriate legislation. The Mulek commission was appointed by the Bombay government in 1884 to revise the work of the factory law in 1881.(8)

The Plant (Amendment) Act 1891 applies to all factories with more than 50 employees. Better ventilation, the provisions regarding the prevention of overpopulation and hygiene in the factory also made. The concept of labor welfare came from the desire for a humanitarian approach to improve the workers and their families suffer from a weak impact of large-scale industrialization. Later it became a pragmatic philosophy that serves as motivation for work. For those who are interested. Labor welfare is now inspired by the evolution of social thinking about democracy and the welfare state. Labor Welfare Committee (1969) the Labor Welfare to provide suitable welfare facilities, leisure and recreational facilities,(9) sanitation and medical facilities, services, facilities and amenities, such as the accommodation of working in the travel of employees and get away for commuting Including social security measures and other services, provisions and provisions that contribute to improving the defined conditions of employment for employees.

Labor welfare is a dynamic concept that takes a new dimension with changes in the industrial environment. Whitley Council (Whitley the Commission) once Labor and Welfare in 1931, has observed another social, industrial level and that, depending on the educational development of the employees who resiliently somewhat different interpretations of one country. "At the time Indian Labor Welfare in order to examine the activities appointed by the Government of India 1959 team shared the full range of these activities into three groups.(10)

i. Well-being in the dining room: medical devices, claws, water bowls, drinking water supplies, etc.
ii. Non-established welfare: regulations for outdoor recreation, housing, adult education, visual instruction, etc.
iii. Social Security.
**Why work well-being?**
Analysis of the definitions given above reveals three broad characteristics of the concept of work well-being:
(1) It is given to workers who exceed the wage.
(2) Employers, governments, trade unions or other volunteer organizations may be welfare institutions. and
(3) Work wellbeing may be an offer offered on company sites, company sites and social security measures.

**Why do we need labor welfare?**
The Rege Commission (1946) stated: "We prefer to participate in welfare activities. Employers and employees made by or over by the government or by other agencies, law intellectual, physical, all made for a moral and economic improvement. Contracts and generally less than those by law or agreement, and some generally means that the expected part of the service agreement." (11)I.L.O. Work and Welfare in (Session of Employment Session) SEA, held in New Delhi, held in New Delhi (New Delhi) 1947 in the "employee service can be established or near the workplace for health and do benevolent work, Amenities and facilities"(12)You must offer the facilities to help with good health and good morale.

**Philanthropic Theory:**
This theory is based on human love for humanity in the sense that the word charity means "a loving humanity" and that it takes away the suffering of others and promotes well-being. This ride can be a very powerful ride and you can sacrifice it for a noble sacrifice. Some employers can take labor and welfare measures for their employees when they feel sorry for their neighbors. In India, Mahatma Gandhi was one of the prominent philanthropists who worked for welfare.(13)

**Theory of Trusteeship:**
According to this theory, businessmen or employers keep the full industrial property, property and profits that come from them in confidence. In other words, he uses it for himself, for the benefit of the employees, and for society. Employers have a moral responsibility to take care of the interests of the employees. Of course there is no legally binding force. But because it is a moral obligation, Mahatma Gandhi strongly advocated the trusteeship theory.(14)

**Drop the theory:**
This theory is based on the fact that work groups are more demanding and aggressive and are more aware of their rights and privileges than ever before. Their demands for higher wages and better facilities can not be ignored. According to this theory, timely and regular action of work well-being can save employees. They are a kind of rubber pacifier that comes with a friendly gesture.(3)

**Oil painting or populism approach:**
You can file a complaint in this way, but you may be dissatisfied.

**Function / Efficiency Theory:**
Under functional or efficient theory, welfare projects are used as a way to ensure and maintain the efficiency and productivity of
It is clear that employers are generally more efficient and productive if employees are properly cared for. Higher production benefits both management and labor. This is the functional aspect of well-being for efficiency. This theory reflects modern support.(9)

**Public relations theory:**
This theory offers a favorable atmosphere between work and management and a basis for management and public affinity. According to this theory, the welfare program helps entrepreneurs to make good public relations with a kind of public relations. Labor welfare measures can also be used to improve the relationship between management and labor. Showing a welfare program can help entrepreneurs to publicize the company's image.(13)

**Police theory:**
If you do not legally enforce it, your employer does not have the possibility to exploit the employee. They can force the staff to work by ignoring safety and health measures and ignoring the basic needs in non-hygienic conditions. This is based on the argument that employees need a minimum standard of prosperity. Here the assumption is that the employer does not offer the least amount of facilities to the employees without safety, ie without coercion. The state must intervene to provide the working class with a minimum of well-being. The state must act as a policeman, providing employers with welfare facilities and forcing incomplete penalties.(13)

**Employment agencies in India**
In India, the main agencies involved in work welfare are:
(a) The central government;
(b) State government;
(c) Employer;
(d) Employee organizations and
(e) Voluntary organizations

**Central government:**
The central government has passed various laws for the welfare of different types of employees. It also manages the enforcement of industrial and labor laws. Important legislation, including measures for the well-being of employees, are the factory law, the law on mining, the labor legislation on plantations, etc. Under this law, employers must provide certain basic welfare benefits to employees.(2)

**State Government:**
The implementation of many provisions on various labor laws is up to the state. The state has a health center and a training center for worker well-being. They also engage their employers in implementing a welfare plan imposed by central or provincial governments. SG is authorized to establish employee welfare schemes and appoint appropriate authorities for the maintenance of welfare arrangements in accordance with various labor laws.(15)

**Employer:**
Many employers voluntarily provide welfare facilities together with legal welfare provisions. This includes residential rental properties that sponsor staff teams for staff, medical and transport facilities, reading rooms, children's fairs, hockey, football and
more. Employers can provide welfare services, either individually or collectively, i.e., through associations. Employers must play an important role in providing welfare services to industrial workers.

**Trade union:**
Trade unions should increase the well-being of employees and they are expected to provide specific welfare facilities for their members. Trade unions can offer their members educational and cultural facilities. Some trade unions, such as Rashtriya Mill Mazdoor Sangh, do well in labor and well-being. Textile Labor Association, Ahmedabad provides facilities for schools, social centers, libraries, legal aid and other textile workers.

**Voluntary organization:**
Some welfare organizations and charitable organizations carry out social welfare activities that are useful for different sectors of society, including employees in the industrial welfare sector. These institutions offer medical assistance, educational facilities, scholarships, etc. But the contribution of such organizations to the well-being of work is not that important. Political parties, civil society, NGOs, etc.

**Scope of the well-being of employees**
Welfare services are physical welfare and welfare services for both internal and external employees of an organization. Legal: medical benefits, recreational facilities, library, restaurant, rest room, etc. Meals and drinks are provided free of charge or at a subsidized rate to the employees.

Outside the organization, however, housing, employee education, sports and medical facilities for the family are included to provide well-being.

**On campus:**
Economic changes in one country are characterized by growth in the secondary and tertiary sector. At present, these sectors account for less than 30% of the labor force, but contribute almost twice as much to GDP. It is labor-intensive and it is essential to create jobs in these areas. However, this presumption can only arise if we walk the path of labor reform.

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**Out of Castle:**
Welfare facilities outside the charity fund; Medical facilities included Programs for fitness and efficiency; Family planning and child well-being; Educational facilities including adult education; Housing facilities; Recreational facilities such as sports, cultural activities, library and reading room, holiday and leisure facilities; Cooperative shops for employees, fair price stores and savings and credit associations of cooperatives; vocational training for employees who depend on their work;
Classification of work welfare

Court:
The size of the restaurant, ie what needs to be provided, regardless of the drinking water. Even if, for example, you have to hire a certain number of people, the Crèche is also part of a welfare facility for the courts.(15)

Extra-legal:
There is no minimum standard for certain facilities. Housing, medical, recreational, transport and educational facilities. This is at the discretion of the employer.

Labor welfare regulations
1. Plantation Labor Act of 1951
2. My method (1952)
3. In 1961 the law on automobile carriers
4. Regs & Abolition Act, 1970
5. Law on labor migrant problems (1979)
6. Law on construction and other construction workers (employment and services), 1996
7. The last case of the Supreme Court In November 2016, the '1948 Factory Act'

Act of labour law:
1-1948 years FACTORY ACT -. Like the 1881 original factory behavior in India, the bill was previously covered with a provision for the health and safety of children protection and the factory employees is very limited. 1948 factory has a comprehensive provisions to ensure the health of workers, safety and welfare, working hours, wages, etc. This legislation came into force on April 1, 1949.(19)

2-THE labor disputes ACT has passed the industry dispute for 1947-1947 years to provide the machine with the investigation and resolution of labor disputes. It has created provisions for the setting up of labor committees and industrial tribunals. The bill came into effect on April 1, 1947.(14)

3-The Trade Union Act, 1926- Buckingham and Gokarna strike occurred in Taka plant is illegal and trade union leaders were ordered damages caused by the factory strike by the court. As a result, the trade union law of India (1926) was adopted.(19)

4-The State Insurance Act, an act to integrated comprehensive insurance plan in the form of compulsory insurance for the State Insurance Act of 1948 employment during sickness, maternity and injury of the employees of the 1948 employees.

Rewards acts of their employees is a measure of social security is a means of accident prevention and prevents injuries to employees who are harmful and unfortunate. Employment conditions Employers social security - the employer must provide the employee with well-being by following the law.Plant 1948 2 Farm Labor Act 1951, 3-Mines Act 1952, four-car Transport Act 1961 5 - Contract Labor Act 1970, 6 - sellers Transport Act 1958, 7 - dock workers Act of 1948.

References


