



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

Unit III - LABOUR WELFARE

Topic 2: LABOUR WELFARE FUND



LABOUR WELFARE FUND

- In order to provide social security to workers in the unorganized sector and improve their working conditions/standard of living, government has introduced the Labour Welfare Fund.
- Administered by Ministry of Labour

PURPOSE – to make the funds available for housing, medical care, educational & recreational facilities to workers for beedi industry, non-coal mines and cine workers





CONTD...

- The Labour Welfare Organisation which administers welfare funds is headed by a Director General (Labour Welfare)/Joint Secretary.
- He is assisted by the Welfare Commissioner (HQ) of Director rank, who supervises nine Regional Welfare Commissioners for the purpose of administration.





SOURCES OF LABOUR WELFARE FUND

- LWF are raised by government by imposing cess
- Manufactured beedis – Workers Welfare Cess Act, 1976
- The Cine Workers Welfare Cess Act, 1981
- The Iron Ore, Managanese Ore & Chrome Ore Mines Labour Welfare Cess Act 1976
- The Limestone and Mines Labour Welfare Fund Act 1972
- Mica Mines Labour Welfare Fund Act 1946.



ASSISTANCE PROVIDED

1. Public health and Sanitation
2. Housing
3. Recreation
4. Social security
5. Educational facilities
6. Water supply
7. Transportation
8. Medical facilities (prevention of diseases)



FIVE DIFFERENT LWF & THEIR LEGISLATIVE STATUTES

- Mica Mines Labour Welfare Fund
- Iron ore, Manganese Ore, Chrome ore Mines Labour Welfare Fund
- Limestone and Dolomite Mines Labour Welfare Fund
- Beedi Workers Welfare Fund
- Cine workers welfare fund



MICA MINES LABOUR WELFARE FUND

- The Mica Mines Labour Welfare Fund Act 1946 – shall be applied by the Central Government to meet expenditure incurred in connection with measures in the opinion of the Central Government necessary or expedient to promote the welfare of labour employed in the mica mining industry.
- The fund may be utilised to defray ;
 - the cost of measures for the benefit of labour employed.
 - - the provision of family welfare
 - - the provision of education facilities, transport etc.



MICA MINES WELFARE FUND

- The grant to a State Government, a local authority or the owner or agent or manager of a mica mine, of money in aid of any scheme approved by the Central Government for the which the fund may be utilised.
- Advisory committee for administering the fund.
- Any other expenditure which the central government may direct to be defrayed from the fund.
- Decision making power, publish annual report – Central Government.



ADVISORY COMMITTEE

- CG constitute the advisory committee-one per state.
- Members & Chairman shall be appointed by the CG.
- **APPOINTMENT & POWERS OF OFFICERS**
- CG shall appoint Inspectors, Welfare Administrators deemed to be the public servants (section 21 of the Indian Penal Code(45 of 1860)).



POWERS TO MAKE RULES

- The making of refunds, remissions and recoveries.
- Members of the advisory committee shall conduct their business.
- The conditions governing the grant of money from the funder under clause(b) of sub-section(2) of section 3.
- The furnishing by owners or agents or managers of mica mines of statistical or other information, and the punishment by fine of failure to comply with the requirement of any rule made under this clause.



2. IRON ORE, MANGANESE ORE AND CHROME ORE MINES LABOUR WELFARE FUND

- IRON ORE, MANGANESE ORE AND CHROME ORE
MINES LABOUR WELFARE FUND ACT 1976.
- The Act provides for the levy and collection of a **CESS**
to be utilised for ;
- Improvement of public health and sanitation.
- Prevention of disease and the provision and
improvement of medical facilities.
- Provision and improvement of water supplies & facilities
for washing
- Education facilities , housing & nutrition, transport &
recreation facilities.



CONTD...

- Short title, extend and commencement
- Definitions: agent, owner, contractor
- Iron ore mines and Manganese ore mines labour welfare fund
- Application of fund
- Advisory committees
- Central Advisory Committee
- Powers to coopt etc
- Appointment of Welfare Commissioners & their powers
- Power of Central Government to exempt.
- Annual report of activities financed under Act
- Power to call for information
- Power to make rules



3.LIMESTONE AND DOLOMITE MINES LABOUR WELFARE FUND

- LIMESTONE AND DOLOMITE MINES LABOUR WELFARE FUND ACT 1972.
The Act came into force with effect from 1st December 1973.
- Medical facilities
- Educational and recreational facilities
- Water supply
- Housing facilities including low-cost housing scheme.



BEEDI WORKERS WELFARE FUND

- **BEEDI WORKERS WELFARE FUND ACT 1976.** The Act came into force from 15th Feb 1977.
- **BEEDI Workers Welfare Cess Act 1976.**
- **Public health**
- **Sanitation**
- **Prevention of disease, medical facilities, water supply, washing facilities, educational amenities and recreational facilities including standard of living, nutrition, amelioration of social conditions etc.**



CINE WORKERS WELFARE FUND

- CINE WORKERS WELFARE FUND established under Cine Workers Welfare Cess Act 1981 for the Welfare of the film industry.
- The Act is to provide for the levy and collection of a cess on a feature film for the financing of activities to promote the welfare of certain cine-workers.



RECAP

QUESTIONS???

THANK YOU