



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

**Accredited by NBA - AICTE and Accredited by NAAC - UGC
with 'A' Grade**

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University, Chennai**

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

Unit V - WELFARE OF SPECIAL CATEGORIES OF LABOUR

Topic : Child Labour, Contract Labour, Construction Labour, Agriculture

Labour, BPO/KPO Labour,





CHILD LABOUR PROHIBITION & REGULATION ACT

- Child Labour (Prohibition & Regulation) Act 1986, enacted by Parliament in the 37 year of Republic of India (1986) is to prohibit the engagement of children in certain employments and to regulate the conditions of work of children in certain other employments.



REGULATIONS OF CONDITIONS OF WORKS OF CHILDREN

- Hours and period of work
- Weekly holidays
- Notice to Inspector
- Disputes as to age
- Maintenance of register
- Healthy and safety



HOURS AND PERIOD OF WORK

- The period of work on each day shall be so fixed the no period shall exceed three hours and that no child shall work for more than three hours before has had an interval for rest for at least one hour.
- The period of work of a child shall be so arranged that inclusive of his interval for rest, under subsection (2), it shall not be spread over more than 6 hours, including the time spent in waiting for work on any day.
- No child shall be permitted or required to work between 7pm and 8 am.
- No child shall be required or permitted to work overtime.
- No child shall be required or permitted to work in any establishment on any day on which he has already been working in another establishment.



WEEKLY HOLIDAYS

- Every child employed in an establishment shall be allowed in each work, a holiday of one whole day, which day shall be specified by the occupier in a notice permanently exhibited in a conspicuous place in the establishment and the day so specified shall not be altered by the occupier more than once in three months.



NOTICE TO THE INSPECTOR

- Within 30 days from the date of employment with the following details.
- The name and situation of establishment.
- The name of the person in actual management of the establishment.
- The address to which communications to be sent.
- The nature of occupation or process carried on in the establishment.

DISPUTES AS TO AGE

- In the absence of a certificate as to the age of such child granted by the prescribed medical authority, be referred by the Inspector for decision to the prescribed medical authority



CONSTRUCTION LABOUR

- Registration
- High economic vulnerability
- High proportion of female labour
- Ignorance, poverty, illiteracy and poor health
- Lack of training

- Definition
- Aims & provisions of Act
- Building & other Construction Workers welfare Cess Act 1996
- Promotion of construction labour



CONTRACT LABOUR

- CL are indirect employees, persons who are hired, supervised and remunerated by a contractor, who in turn, is compensated by the establishment.

CONTRACT LABOUR REGULATION ACT

- Central safety and advisory contract labour boards
- Central advisory board
- State advisory board
- Powers to constitute of body



LICENSING OF CONTRACTORS

- Appointment of licensing officer
- Licensing to contractors
- Grant of licenses
- Revocation, suspension and amendment of licenses
- Appeal
- Canteens
- Rest rooms
- Other facilities
- First aid facilities
- Liability to principle employers
- Responsibility for payment



PENALTIES AND PROCEDURES

- Obstructions (sec 24)
- Contravention of provision regarding employment of contract labour (sec 23)
- Other offenses (sec 24)
- Limitations of Prosecution (sec 27) – 3 mon
- Inspecting staff
- Registers & other records



AGRICULTURE LABOUR

- Scattered
- Unskilled, lack of training
- Unorganised sector
- Low social status
- Demand and supply of labour
- Less bargaining power
- At the bidding of landlord

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- Classification of agricultural labourers
- Causes for growth of agricultural labourers
- Measures : Minimum wages act, abolition of bonded labourers, special schemes Crash Scheme for Rural Employment.
- Suggestions



DISABLED LABOUR

- Affected not only with temporary functional impairment
- Working capacity diminishes to 30%
- Lack of physical or mental capabilities.
- Disability of various categories
- Advantages
- Disadvantages
- Promoting rights for disabled persons
- Vocational Rehabilitation Centre (VRC) for Handicapped
Under Directorate General of Employment and Training,
Ministry of Labour & Employment.



BPO/KPO LABOUR

- BPO – Business Process Outsourcing
- KPO – Knowledge Process Outsourcing
- Working conditions
- Problems
- Strategies – UNITES, WBITSA, CBPOP



RECAP

QUESTIONS???

THANK YOU