

The Business Standard, Mumbai, 03 Nov 2007

LABOUR LAWS AWAITING PARLIAMENT'S NOD

THE APPRENTICES (AMENDMENT) BILL

STATUS: Introduced in the Rajya Sabha in May 2005. Passed in the last session of Parliament.

WHAT IT AIMS AT: Reservation for other backward classes in designated trades.

COMPREHENSIVE AMENDMENTS TO FACTORIES ACT, 1948

STATUS: The labour ministry is still engaged in consultations

WHAT IT AIMS AT: To introduce flexibility in working hours and reduce inspections by labour inspectors

FACTORIES (AMENDMENT) BILL

STATUS: Introduced in August 2005. Expected to be taken up in the coming session of Parliament

WHAT IT AIMS AT: Permit women to work in night shifts with defined safeguards in workplace relating to transport and other facilities

PAYMENT OF BONUS (MATERNITY BENEFIT (AMENDMENT) BILL

STATUS: Expected to be taken to the Cabinet

WHAT IT AIMS AT: Raise medical bonus from Rs 250 to Rs 1,000 and enable revisions up to a maximum of Rs 20,000.

EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959 (AMENDMENT) BILL

STATUS: Pending with the Ministry of Law and Justice for vetting

WHAT IT AIMS AT: To make it compulsory for

all establishments, both government and private, to advertise vacancies in government-run employment exchanges

INDUSTRIAL DISPUTES (AMENDMENT) BILL

STATUS: Sent to the Ministry of Law and Justice for comments. Expected to be taken up in the Cabinet soon.

WHAT IT AIMS AT: To change provisions relating to layoff and retrenchment of workers and payment of compensation

PLANTATION LABOUR (AMENDMENT) BILL

STATUS: Draft Cabinet note circulated among the ministries and states with plantations

WHAT IT AIMS AT: To safeguard safety and health of workers in plantations and imposes more obligations on plantation owners

PARTICIPATION OF WORKERS IN MANAGEMENT BILL

STATUS: Introduced in the Rajya Sabha in May 1990. Still being considered by the government

WHAT IT AIMS AT: To include workers on boards of management of companies

AMENDMENT TO MINIMUM WAGES ACT, 1947

STATUS: The Central Advisory Board being reconstituted to discuss the proposals

WHAT IT AIMS AT: Proposes a uniform minimum wages law all over the country

AMENDMENT) BILL

STATUS: Approved by the Cabinet. Ordinance

issued last week.

WHAT IT AIMS AT: Enhance the eligibility limit from Rs 3,500 to Rs 10,000 per month and calculation of ceiling from Rs 2,500 to Rs 3,500 per month. For the first time, it has covered construction workers employed through contractors

THE UNORGANISED SECTOR WORKERS' SOCIAL SECURITY BILL

STATUS: Introduced in the last session of Parliament and referred to the Parliamentary Standing Committee on Labour.

WHAT IT AIMS AT: Provide health insurance, life and accident insurance, maternity benefits and old-age pension to workers in the unorganised sector.

PAYMENT OF GRATUITY (AMENDMENT) BILL (TO COVER THE TEACHERS IN EDUCATIONAL INSTITUTIONS UNDER THE ACT OF 1972)

STATUS: Expected to be introduced in the forthcoming session of Parliament

WHAT IT AIMS AT: Ensure teachers are entitled to gratuity

LABOUR LAWS (EXEMPTION FROM FURNISHING RETURNS AND MAINTAINING REGISTERS BY CERTAIN ESTABLISHMENTS) AMENDMENT AND MISCELLANEOUS PROVISIONS BILL

STATUS: Introduced in August 2005. The Cabinet approved it last week

WHAT IT AIMS AT: Exempt establishments with up to 40 workers from maintaining registers. This limit was previously 19.