

TOPIC: TYPE OF WORKMAN

VIDEO: 2

A: HELLO, I AM DEEPAK MORE AND WELCOME TO MY DKMANAGEMENT LABOUR LAWS BASIC CONCEPT CLARITY YOU TUBE CHANNEL.

I HAVE MORE THAN 40 YEARS, VERY RICH EXPERINECE IN THE ENTIRE GAMUT OH HUMAN RESOURCES, LABOUR LAWS AND EMPLOYEE RELATIONS.

MOTIV OF THIS CHANNEL IS TO EXTEND SUPPORT TO EDUCATE, GUIDE TO NEW GENERATION AND PRESENT GENERATION CLASS OF PEOPLE AT VARIOUS LEVELS AND TRY TO MINIMISE THEIR DOUBTS OF LABOUR LAWS AND ENSURE MORE SMOOTH AND HARMONIOUS ORGANIZATION ATMOSPHERE TO ACHIEVE THE ORGANIZATION GOALS.

PLEASE WATCH FULL VIDEO TO UNDERSTAND THE LEGAL CONCEPTS PROPERLY. ALSO KEEP WATCHING SUBSEQUENT VIDEOS TO UPDATE YOUR SELF.

TODAY’S TOPIC IS ABOUT TYPES OF “WORKMAN” UNDER VARIOUS LABOUR LAWS.

PLEASE SUBSCRIBE, SHARE, LIKE, AND COMMENT MY YOU TUBE CHANNEL TO HELP YOU MORE.

YOU CAN ALSO ASK ME ANY OF YOUR QUESTIONS OR QUERIES ON THIS TOPC IN COMMENT SECTION.

B: TYPES OF “WORKMAN” UNDER VARIOUS LABOUR LAWS.

1. THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946: CENTRAL ACT

APPLICABILITY: ALL OVER INDIA AND ACROSS THE CROSS SECTION OF ALL TYPES OF ORGANIZATION WHEREIN 50 OR MORE EMPLOYED OR WERE EMPLOYED IN PRECEEDING 12 MONTHS. EVERY STATE IN INDIA IS EMPOWERED TO HAVE THEIR MODEL STANDING ORDERS UNDER STATE RULES.

OBJECTIVE OF THIS ACT IS TO GOVERN ALL TYPES OF WORKMEN EMPLOYMENT TERMS AND CONDITIONS WORKMEN.

TYPES OF WORKMAN: MODEL STANDING ORDERS-CLASSIFICATION OF WORKMEN.

A] FOR WORKMEN DOING MANUAL OR TECHNICAL WORK.

1. PERMANENT WORKMEN
2. PROBATIONERS
3. BADLI OR SUBSTITUE
4. TEMPORARY WORKMEN
5. CASUAL WORKMEN
6. APPRENTICES.
7. FIXED TERM EMPLOYMENT WORKMAN **LET US UNDERSTAND EACH CLASSIFICATION OF WORKMAN.**

DEFINITIONS AND MEANING:

1. PERMANENT WORKMEN: WHO HAS BEEN EMPLOYED ON A PERMANENT BASIS.
2. PROBATIONER: WHO IS PROVISIONALLY EMPLOYED TO FILL A PERMANENT VACANCY/POST AND WHO HAS COMPLETED THREE MONTHS CONTINUOUSLY IN THAT POST.
3. BADLI OR SUBSTITUE: WHO IS APPOINTED TO THE POST OF PERMANENT WORKMAN FOR TEMPORARY PERIOD AND WHOSE NAME IS ENTERED IN THE BADLI REGISTER.
4. TEMPORARY WORKMEN: WHO IS EMPLOYED FOR INCREASE IN WORK ON TEMPORARY BASIS.
5. CASUAL WORKMAN: EMPLOYED FOR CASUAL WORK FOR A LIMITED PERIOD, WHICH IS NOT CONNECTED WITH THE MAIN WORK OF MANUFACTURING PROCESS.
6. APPRENTICE/TRAINEE: MEANS A LEARNER AND MAY OR MAY NOT BE PAID ANY AN ALLOWANCE FOR A MAXIMUM PERIOD OF ONE YEAR.

BUT NO WORKMAN SHALL BE CLASSIFIED AS AN APPRENTICE IF WORKMAN HAS HAD TRAINING FOR A PERIOD ONE YEAR.

7. FIXED TERM EMPLOYMENT WORKMAN (RECENTLY ADDED BY NOTIFICATION DATED 16.03.2018 UNDER INDUSTRIAL EMPLOYMENT STANDING ORDER (CENTRAL) CENTRAL RULES.

FIXED TERM EMPLOYMENT WORKMAN MEANS WHO HAS BEEN ENGAGED ON THE BASIS OF WRITTEN CONTRACT OF EMPLOYMENT FOR A FIXED PERIOD. BUT HIS ALL OTHER TERMS AND CONDITIONS OF EMPLOYMENT EQUAL TO PERMANENT WORKMEN.

IMP: APPRENTICES ENGAGED UNDER THE APPRENTICES ACT, 1961 ARE NOT A WORKMAN.

DON'T FORGET TO SUBSCRIBE, SHARE, LIKE, AND COMMENT MY YOU TUBE CHANNEL TO HELP YOU MORE EFFECTIVELY.

B] A] FOR WORKMEN EMPLOYED ON CLERICAL OR SUPERVISORY WORK.

SUPERVISOR: WAGES LESS THAN RS.10000/-PM AND NATURE OF WORK DECIDES.

1. PERMANENT WORKMEN
2. PROBATIONERS
3. TEMPORARY WORKMEN
4. PART-TIME: WORKMEN EMPLOYED TO DO WORK FOR LESS THAN NORMAL WORKING HOURS.

C] FOR WORKING JOURNALISTS.

1. PERMANENT WORKMEN
2. PROBATIONERS
3. TEMPORARY WORKMEN
4. APPRENTICES.
5. PART-TIME

PLEASE SUBSCRIBE, SHARE, LIKE, AND COMMENT MY YOU TUBE CHANNEL TO HELP YOU MORE EFFECTIVELY.

SEE YOU SOON IN NEXT VEDIO WITH NEW TOPIC NEW CONCEPT TILL THEN PLEASE STAY SAFE AND TAKE CARE, GOOD BYE.

BY: **For D K Management Consultants**

Deepak More

Founder and Principal HR Consultant.

Email: hr@dkmanagement.in ; dkmore2601@gmail.com ; dkofficepune@gmail.com

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