

## LABOUR LAWS

### Lesson No.1: Role of Labour Laws and its importance

Labour Law is not one Legislation. It is a collective number of labour Acts enacted and amended from time to time by both Central and State Governments. The scope of Labour Laws is to include:

- issues relating to labour
- its employment
- Satisfaction
- Safety
- Job Security
- To check exploitation by the employers

Provisions have been provided for the employees also and restrict certain rights under certain Acts.

Ignorance of law is no excuse. It is, therefore, essential for everyone whether he be the employer, employee, manager, supervisor of any organization to keep himself abreast of his rights and obligations under the labour laws.

The beginning of labour laws in India can be traced back to the 1850's when the Apprentices Act was placed on the statute book followed by Fatal Accidents Act, 1855, Factories Act, Mines Act and a series of labour legislations. Among the plethora of modern Labour Acts, Workmen's Compensation Act, 1923 is the oldest one and followed by many labour Acts.

Comprehensive reforms are required in labour Acts and Labour Reforms Bill was placed in Parliament by the Union Government in 2000.

Important Labour Acts are as follows:

- **Apprentices Act, 1961**
- **Contract Labour Act, 1970**
- Domestic Enquiry/Misconduct/Dismissal/Discharge
- **EPF, 1952**
- **ESI, 1948**
- Employment Exchanges, 1959
- Equal Remuneration Act, 1976
- **Factories Act, 1948**
- ID Act, 1947
- Industrial Employment Standing Orders Act, 1946
- Maternity Benefits Act, 1961
- Mines Act, 1952
- Minimum Wages, 1948

- Motor Transport Workers Act,1961
- Payment of Bonus Act,1965
- Payment of Wages Act,1936
- **Payment of Gratuity Act,1972**
- **Shops & Estt. Act,**
- Trade Unions Act,1926
- WC Acts,1923
- And some more Misc. Acts

Bold lettered Acts are discussed in brief in the attached folders for your immediate perusal. These are the Acts where Personnel Managers/Section deal with daily in their day-to-day operations. For remaining Acts, they can refer to the Labour Law Book or State Labour Rules of the State Governments concerned.

Every week brief lessons will be sent to you on 1 or 2 Acts, Kindly go through the important aspects of the Act and discuss with me through on-line. Also I will send Case Laws and Questionnaires then and then.

Kindly buy One Labour Law Book and also Labour Rules of your State Government concerned to understand well on Labour legislations.

You also bring to our notice about your clarifications on certain live issues that you are facing in your Organisation. We will try to help you.

Regards –A.Narayanan, HR Facilitator