Labour Laws in India

An Insight

Presentation for the Ministry of Economy Trade and Industry of Japan

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Issues for setting up Industry in India

- Approval of factory/building plan for industrial safety, Health and Welfare
- Organization goals and culture
- Manpower planning and recruitment
- Core and non-core activities vis-à-vis manpower planning
- Manpower outsourcing plans
- Application of SA8000 Standard based on ILO conventions – India being a member country
## Classification of laws and regulations

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Industrial Safety and Health

The Factories Act, 1948
- REGISTRATION & LICENSING
- INDUSTRIAL SAFETY
- HEALTH
- WELFARE

The Building and other Construction Workers Welfare Cess Act 1996

The Maternity Benefits Act, 1961
PROTECTION OF RIGHTS OF WOMEN WORKERS DURING PREGNANCY AND STAGES OR EVENTS CONNECTED THEREWITH
REGULATORY LAWS

- THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

- SHOPS AND COMMERCIAL ESTABLISHMENTS ACT 1958

- THE MOTOR TRANSPORT WORKERS ACT, 1961

- THE PUNJAB SHOPS AND COMMERCIAL ESTABLISHMENTS ACT 1958
INDUSTRIAL RELATIONS

- INDUSTRIAL DISPUTES ACT, 1947
- INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
- TRADE UNIONS ACT, 1926
Wages

- The Payment of Wages Act, 1936;
- The Minimum Wages Act, 1948;
- The Equal Remuneration Act, 1976;
- The Payment of Bonus Act, 1965
Social Security Legislations

• The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952;

• The Employees’ State Insurance Act, 1948;

• The Payment of Gratuity Act, 1972

• The Workmen’s Compensation Act, 1923

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PROHIBITING LAWS FOR PROTECTION OF UNORGANISED LABOUR

• The Bonded Labour System (Abolition) Act, 1976;
• The Child Labour (Prohibition and Regulation) Act, 1986;
• The Supreme Court decision prohibiting hazardous employment of children below 14 years