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Introduction to Labour Laws : HRM

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- Relevant Acts
- Meaning and Background
- Objectives & Importance
- Labour Laws Reforms & Code on Wages , 2019



PART 01

Labour Laws in India includes Relevant Acts like :

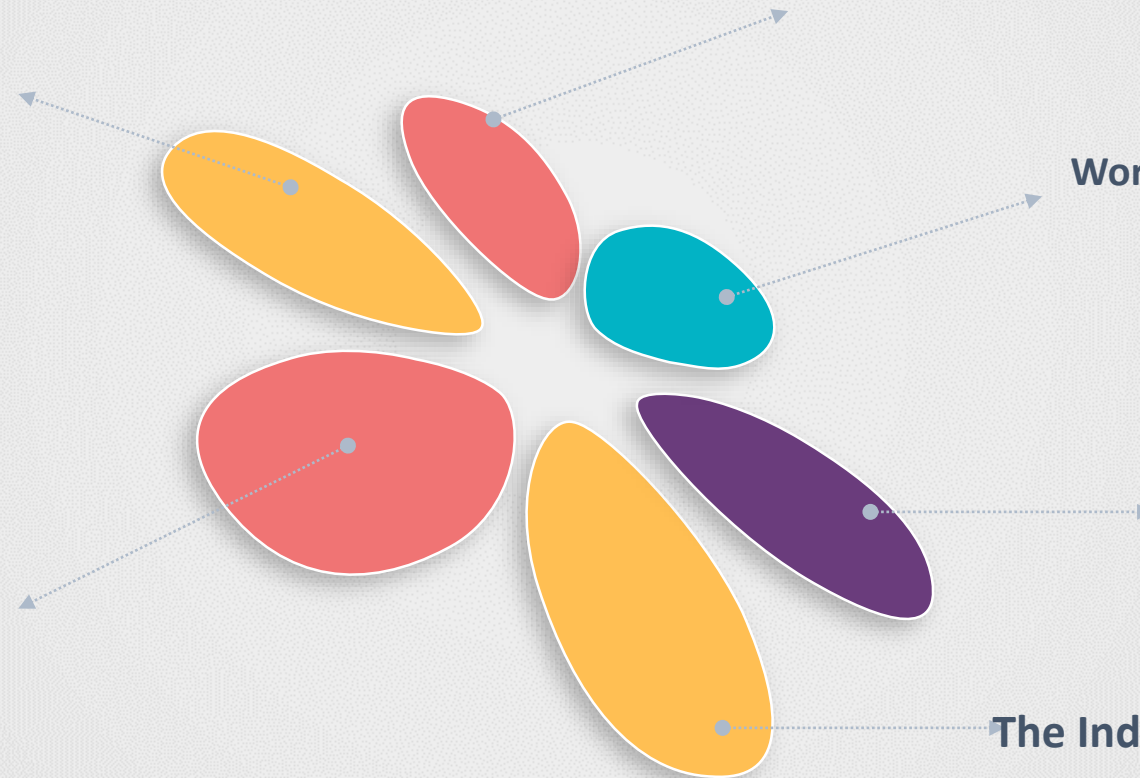
The Factories Act, 1948

Industrial Dispute Act, 1947

Workmen Compensation Act, 1923

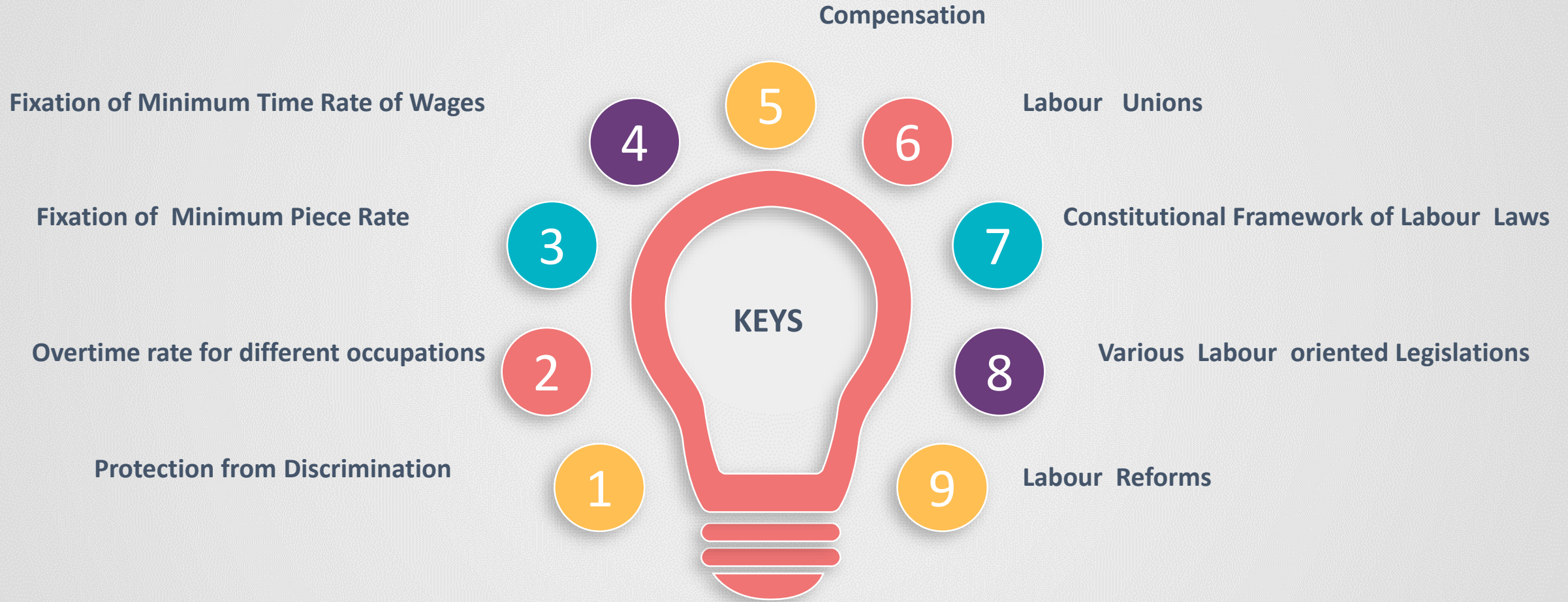
The Apprentices Act, 1961

The Industrial Employment Act, 1946



The Trade Union Act, 1926

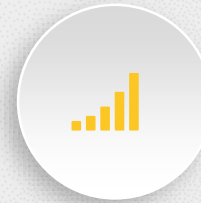
Salient Features of Labour Laws



Labour Laws : Other Relevant Acts



**Industries (Regulation & Development) Act,
1951**



**Employees Provident Fund &
Miscellaneous Provisions Act ,
1972**

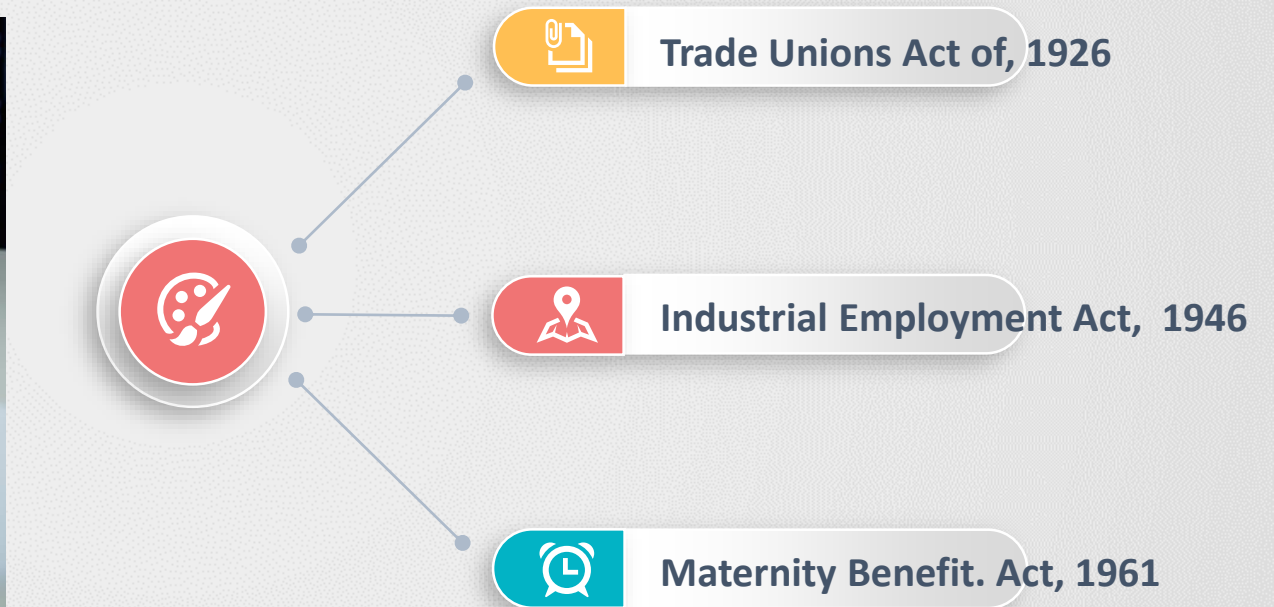


**Payment of Gratuity Act,
1972**



**The Employees' State Insurance Act,
1948**

Relevant Acts for Labour Management in India (Continued)...





PART 02

A. Meaning and Historical Background of Labour Laws in India

The Indian labour Law refers to all the laws regulating labour in India. Labour Laws or Labour Legislation is actually the body of laws, administrative rulings and precedents which establishes, regulates & monitors the relationships between the employers, employees and labour organisations, often dealing with the issues of public law. India is a federal form of government and labour is placed in the concurrent list of the Indian Constitution. Matters relating to labour are in the jurisdiction of both central and state governments, both central and state governments have enacted laws on relations and employment issues. Labour laws are also known as Industrial Laws. The history of labour legislation in India is interwoven with history of British Colonialism. The originally colonial legislation which earlier meant for britishers' motives had to undergo significant modifications in the post-colonial era. Independent India urged for partnership between capital and labour. A tripartite conference of December 1947 emphasised on fair wage and fair working conditions for increased production and productivity. With the objective of national economic development a period of three years was marked to be free from strikes and lockouts. The Trade Disputes Act was repealed by the Industrial Dispute Act of 1947. Several Acts have been passed ever since then for proper regulation and management of labours. The labour law in India exhibits the socio-political viewpoints of leaders from pre-independence movement. These laws were expanded as part of discussions in Constituent Assemblies and international conventions and forums such as International Labour Organisation. The labour sector of Indian economy is second largest in the world in terms of number of workers. More 90 percent of the work force is engaged in unincorporated and unorganised enterprises.. More than 50 percent of the population of India constitute the workforce. Proper labour relations and human resource management is required for the stability and progress of the country.

A Glimpse of Labour Laws in India

The unorganised sector suffers tremendous low productivity and offers lower wages

Employment. Security and Termination- I 1965 the right of an individual was amended to notify an industrial dispute over his or her discharge, dismissal, retrenchment or other form of termination, whether or not that person was represented by a trade union. A subsequent amendment in 1971 empowered the Industrial Tribunals and the labour court to investigate the matter and to give appropriate orders where the dismissal was found to be unfair.

Collective Bargaining and Trade Unions

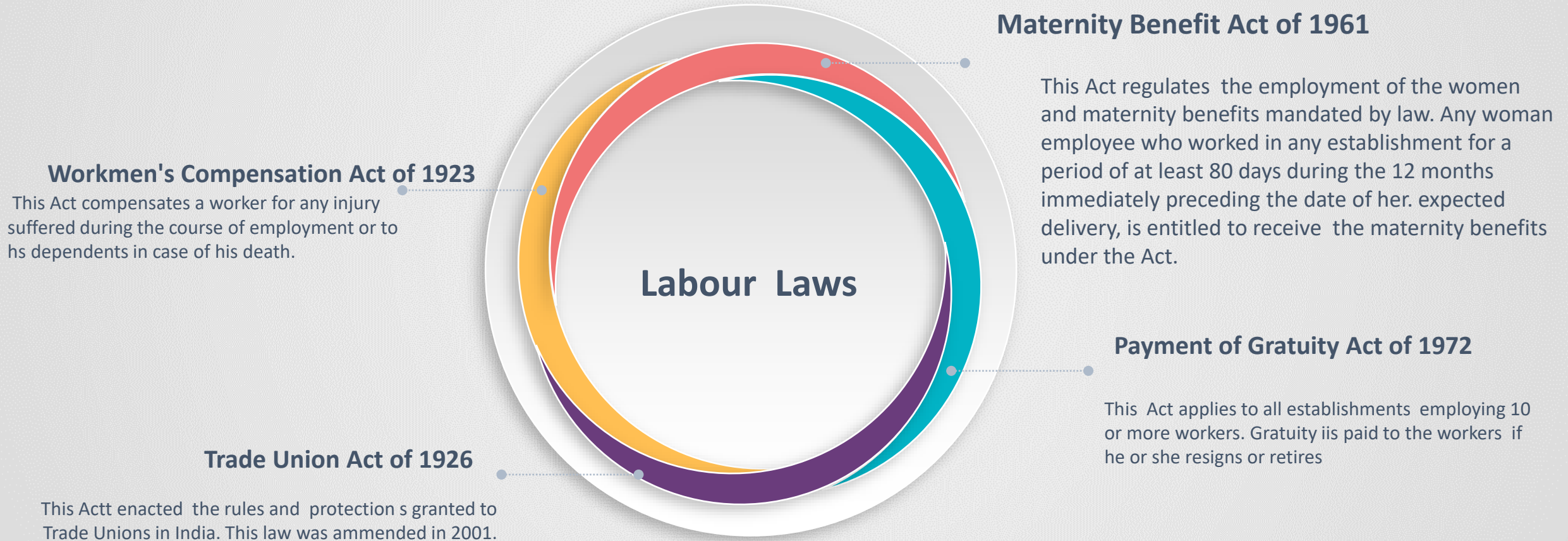
In 1982 the Indian Central Government amended the Industrial Dispute Act of 1947 and unfair labour practices. The legislation outlawed various practices by employers workers and unions designed to disrupt the legitimate process of dispute settlement under the Act. The refusal by employer to bargain collectively in good faith with the recognised trade unions trade union was listed as unfair. And this was a significant breakthrough in collective bargaining in India.. it exists at all levels but it is more effective in public & corporate sectors.

Labour Law Reforms and organisational effectiveness

The Prospects of Human Resource Management

The current era is highly competitive, there are problems of employee retention. There is need of strong and positive relationship between the employers and employees. HR is most important and the most sensitive resource of any organisation. Organizational goals should be interwoven with the individual achievements and satisfaction.

At A GLANCE





PART 03

Who is labour under Labour Law ?

According to the Articles 1, 2, & 4 of labour law all employers, workers, workshops and production, industrial, services and agricultural Institutions shall be obligated to observe the provisions of this law. For the purpose of this Law, a worker is one who works in any capacity against receipt of remuneration including wages, salary, share of profit, and other benefits from the employer.

Workshop is a place like Industrial, agricultural, mining, construction, transportation, passenger transport, services, commercial and production institutions, public premises, etc., wherein the worker performs his work at the representative request of the employer or his

Objectives of Labour Laws



Interconnected Goals

Organisational Objectives



Employees Growth and Satisfaction

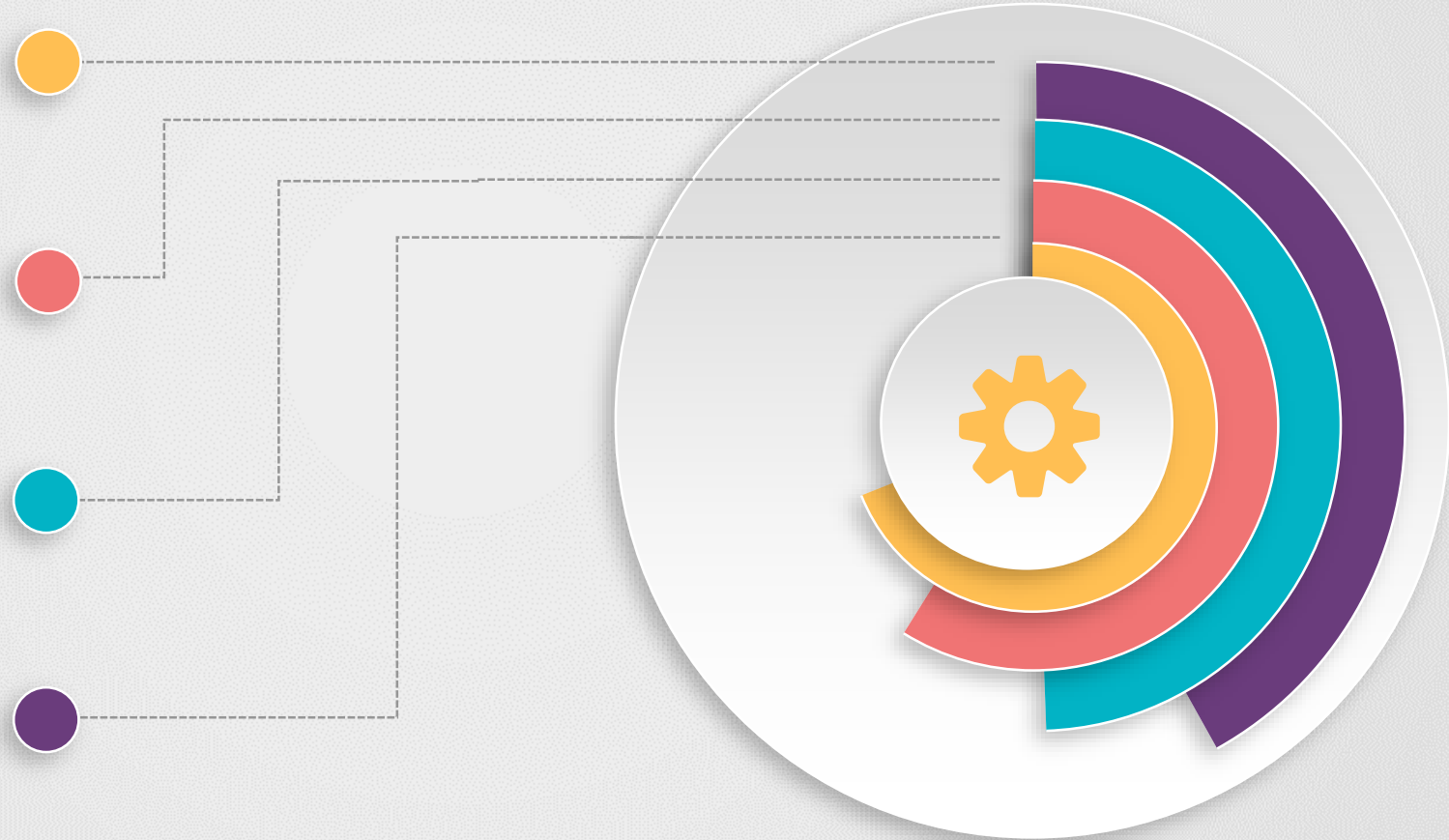
Importance of Labour Laws

Improves industrial relations i.e. employee- employer relations and minimise industrial disputes.

Protection of workers by getting exploited by the employer or management.

Helpful in fair wages

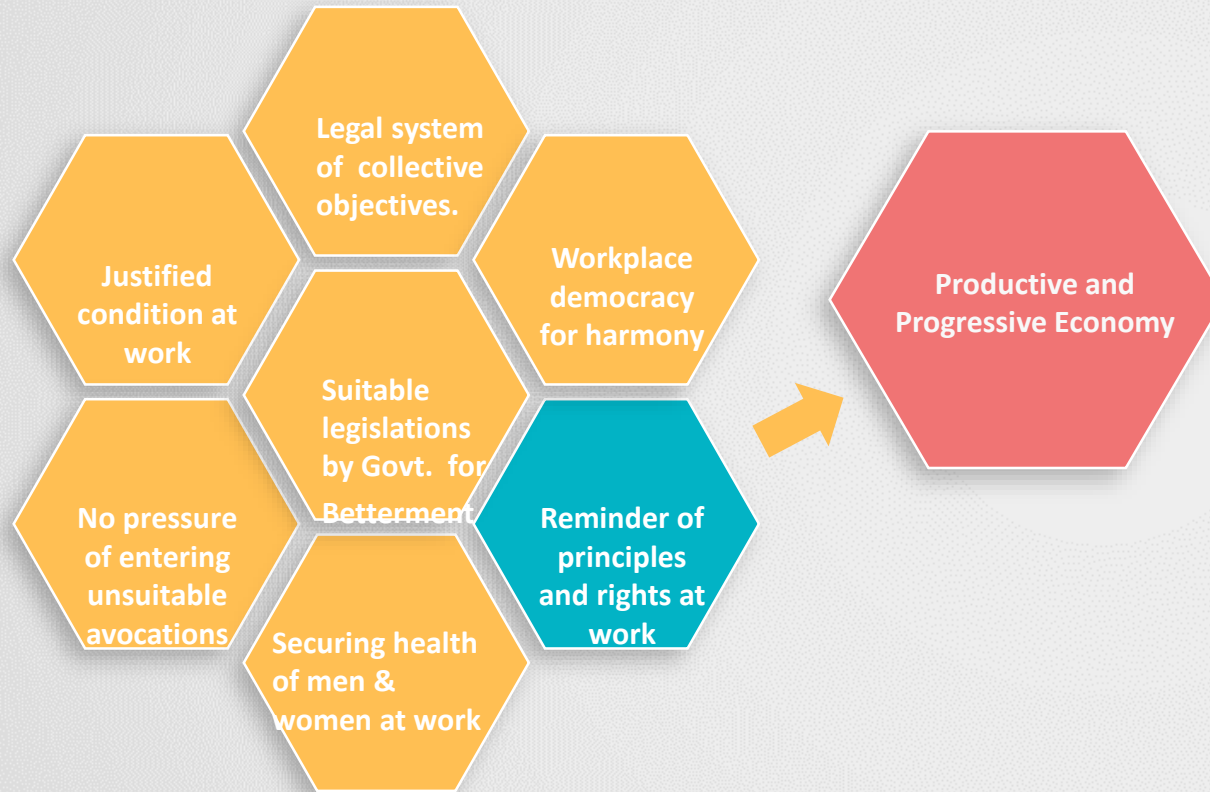
Minimise labour unrest



Importance of Labour Laws (Continued)...



PURPOSE OF LABOUR LEGISLATION



Labour Law is designed to protect the rights of individual workers ,emoyers and to promote productive and safe workplace.

International Labour Organisation



ILO is a United Nations agency to deal with the labour related issues at international level.



To promote and protect the standard and rights of labour at work.



**Equal opportunities and
Social Protection**



PART 04

The Code on Wages , 2019 : Act of Parliament

The Code on Wages, 2019 was introduced in Lok Sabha by Minister of Labour .The consolidation , rationalisation and simplification of labour related wtrack with the Code on Wages, 2019 recieving Presidential assent on August 08, 2019, after nod from both the houses of Parliament.

It is intended to regulate wage and bonus payments in employments in sectors like - trade, of industry, business or manufacture .



Wages Code is an Act of Parliament of India that consolidates the provisions of four labour laws concerning wage and bonus payments and make provisions for minimum wages and payment of wages for all workers in India.

Wage Code has became the Act and has repeallled four labour legislations viz., Payment of Wages Act, 1936, The Minimum Wages Act 1948, the Payment of Bonus Act,1965 and the Equal Remuneration Act,1976.

Code on Wages : A Conclusive Insight

The definition of employee has changed which now also include managers., Supervisos, and administrative persons. No discrimination. among male, female and transgender emoyers on the grounds on the grounds of gender in the matter of wages. Disputes to be notified by the authorities notified.

Constitution of Advisory Board under Central & State Government.

India consists of more than 487 million workers. Proper implementation and review to cater to the needs of labour and economy's dynamics is the need of hour.

Fixation of floor wage and overtime rates.



THANK YOU

