



RAMA UNIVERSITY

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FACULTY OF COMMERCE & MANAGEMENT

COURSE: MBA 3rd SEMESTER

SUBJECT: LABOUR LEGISLATIONS

SUBJECT CODE: MBAHR01

LECTURE: 1

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Lecture-1



UNIT-1

Concept of Labour Legislations



LABOR LEGISLATION

'Labor Legislation' refers to all laws of the government to provide social and economic security to the workers. These acts are aimed at reduction of production losses due to industrial disputes and to ensure timely payment wages and other minimum amenities to workers.

1. **Labor Legislation** : The term 'Labor Legislation' is used to cover all the laws which have been enacted to deal with employment and non-employment, wages, working conditions, industrial relations, social security and welfare of persons employed in industries.
2. Thus 'Labor Legislation' refers to all laws of the government to provide social and economic security to the workers. These acts are aimed at reduction of production losses due to industrial disputes and to ensure timely payment wages and other minimum amenities to workers.
3. According to Mr. V.V. Giri industrial legislation is "a provision for equitable distribution of profits and benefits emerging from industry, between industrialists and workers and affording protection into the workers against harmful effects to their health safety and morality."
4. According to Dr. Bhaskar Industrial legalizations are the laws enacted by the

Government to provide economic and social justice to the workers in industries. Generally these laws provide guidelines to the employers/industrialists in dealing with the matters of wages, wage incentives, facilitates for workers and the working conditions of labour.

History of labour legislations in India

- The Indian Labour Legislations be obliged its existence to the British Raj. Most of the labour legislations were enacted prior to India's independence.
- The post-independence enactment of important legislations in the areas of employee security and welfare derive their origin partly from the vision of independent India's leaders and partly from the provisions in the Indian Constitution and international conventions like the International Labour Organization (ILO).
- The labour legislations were also enacted keeping in mind the international standards on Human Rights and United Nations Protocols.
- Labour law arose due to the demands of workers for Better conditions, the right to organize, and the simultaneous demands of employers to restrict the powers of workers in many organizations and to keep labour costs low.
- Employers' costs can increase due to workers organizing to win higher

wages, or by laws imposing costly requirements, such as health and safety or equal opportunities conditions.

- Workers' organizations, such as trade unions, can also transcend purely industrial disputes, and gain political power which some employers may oppose. International Labour Organization (ILO) was one of the 1st organizations to deal with labour issues.
- With the emergence of ILO at an international level and with the inhumane treatment meted out to workmen being replaced with an outlook of dignity of labour.
- The whole scenario of labour legislations began in pre independence India.
- After independence legislations related to worker welfare like Provident Fund Act, Employee State Insurance Act, Payment of Bonus Act and Payment of Gratuity Act were enacted with the intention of providing security and retirement benefits to workmen.
- Over a period of time several amendments have been made to the existing labour legislations as per the needs of the industry.

OBJECTIVES

- Preservation of health, safety and welfare of labour.
- Maintenance of good relation between employer and employee Safe-

guard the labour from profit seeking exploiters in the out thought competitive era.

- Promote harmony between employers and employee
- Achievement of cordial industrial relation.
- Provide machinery to solving industrial dispute.
- Insuring the protection of interest of women and child in the factories.

FACILITIES PROVIDED BY LABOUR LEGISLATION

1. WELFARE
2. HEALTH
3. SAFETY & SECURITY