



A STUDY ON SOME IMPORTANT LABOR LAWS AND THEIR APPLICABILITY IN INDIA

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ABSTRACT

In this work the author study about the different Labor laws that are that are mentioned in Indian constitution to provide empowerment to Indian Labors. These are related to many sectors including micro and small enterprises. In these laws many issued are discussed such as issue related to wages, issues related to total working hours, issues related to different types of leaves. This study provides the summarized information of these different labor laws and their applicability for the growth of micro and small enterprise sectors in India.

KEYWORDS :

Different Labour Laws:

1. Laws related to Industrial Relations:

These are applicable to all industrial establishments employing 100 or more than 100 people and to every other establishment which the appropriate government may specify by a prior notification. It further applies units which are under the control of central government.

2. Laws related to Wages:

i. The Payment of Wages Act:

All workshops, manufacturing, processing establishments, or an establishment where any work relating to construction development or regarding maintenance of infrastructure or work related to irrigation or generation, transmission or distribution of power takes place are governed by the provisions of this Act. The Central government may extend its applicability to any other establishment by providing a notification in this respect.

ii. The Minimum Wages Act:

This Act is applicable to all industries, under this rights of the workers to descent wages is protected. This Act provides for the state government from time to time keeps updating the minimum wage is to be given to an employed person. Dearness Allowance appreciation is added to wages is every wages.

iii. Payment of Bonus Act:

This Act applies to every factory, every other establishment in which 20 or more workers are employed.

3. Laws related to Equality and Empowerment of Woman:

i. Maternity Benefit Act:

This Act applies to every establishment wherever woman are employed.

ii. Equal Remuneration Act:

All kinds of establishments, factories, shops, institutions, industries etc., wherever people may be or are governed under the purview of this Act.

4. Laws related to Deprived section of the Society:

i. Child Labor Act:

This act abolishes employment of children in any form. This Act applies to all establishments wherever people are employed irrespective of their terms and conditions of employment.

5. Laws related to Social Security:

i. Employees State Insurance Act:

It applies to all factories except seasonal factories. This Act applies to Factories employing 10 or more people where manufacturing is done with power and to factories employing 20 or more people in where manufacturing is done without use of power. It has also been extended to shops, hotels, restaurants, motor transport undertakings, hospitals, and coverage of employees drawing salary up to 10,000.

ii. Employees Provident Fund Act:

This act applies to all factories where 20 or more workers are employed. An establishment once under the purview of this act shall always be even if the number of employees falls below 20.

iii. Gratuity Act:

All factories, mines, oilfields, plantations, ports, railway companies and every other shop and establishments where ten or more persons are employed shall be under the purview of this Act.

iv. The Unorganized Worker's Social Security Act:

This Act is applicable to all establishments. This act aims at the providing social security and welfare to the unorganized worker.

6. Employment and Training:

i. Apprentices Act, 1961:

This act applies to all those industries and establishments which would be specified by the central government in the official gazette. The provisions of this act would apply on the date as specified in the notification. It provides for regulation and control of training of apprentices.

7. Safety and Security of the Employees:

i. Factories Act:

This Act aims at providing greater security to the workers in a factory and increasing liability of their employers to take care of them. This Act applies to all establishments.

CONCLUSION:

This work provides the information about the different Labor laws which are listed in Indian constitution to provide empowerment to Indian Labors. All these laws are related to many sectors including micro and small enterprises. In these laws many issued are discussed such as issue related to wages, issues related to total working hours, issues related to different types of leaves. This study provides the summarized information of these different labor laws and their applicability for the growth of micro and small enterprise sectors in India.

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