



III SEMESTER INDUSTRIAL RELATIONS

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Introduction to Industrial Relations

Background of Industrial Relations – Definition, scope, objectives, Types, Characteristics, Importance, approaches of Industrial Relations, Model of Industrial relations, Recent Trends in Industrial Relations, Managing IR Changes. The Participants of Industrial Relation Activities

Evolution of Labour Legislation in India - History of Labour Legislation in India, Constitutional Provisions for the Protection of Labour Workforce in India.

Introduction



- Concept of IR **originated in the USA** in the early 20th century.
- It soon **extended to Great Britain**
- It **entered public discourse in 1912** in the aftermath of violent industrial conflicts

Meaning & Concept

The term “Industrial Relations” is comprised of two terms:

‘Industry’ and ‘Relations’

- ☐ “Industry” refers to “any productive activity in which an individual (or a group of individuals) is (are) engaged”.
- ☐ By “relations” means “the relationships that exist within the industry between the employer and his workmen.”

<https://theinvestorsbook.com/industrial-relations.html>

Quote: “You don’t build a business, you build people and then people build the business”- **Zig Ziglar**

Meaning & Concept

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- The term industrial relations explains the relationship between employees and management which stem directly or indirectly from union-employer relationship. Industrial relations are the relationships between employees and employers within the organizational settings.
- Originally, industrial relations was broadly defined to include the relationships and interactions between employers and employees
- The relationships which arise at and out of the workplace generally include the relationships between individual workers, the relationships between workers and their employer, the relationships between employers, have with the organizations formed to promote their respective interests, and the relations between those organizations, at all levels.

Definitions

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The Industrial Relation relations also called as labor - management, employee employers relations.

- 1) "Employer-employee relationships that are covered specifically under collective bargaining and industrial relation laws".
- 2) "Concerned with the systems, rules and procedures used by unions & employers to determine the reward for effort & other conditions of employment."

According to the [International Labour Organisation \(ILO\)](#), industrial relations deals with relationships between either state and employers and workers organisations or the relationship between the occupation organisation themselves.

According to Dale Yoder (1901-1990), from Illinois, United States – "Industrial Relation is a relationship between management and employees or among employees and their organization that characterizes and grows out of employment".

Note: Collective bargaining - workers join together neither to demand nor negotiate for higher wages, greater benefits, or improved working conditions.

Scope of Industrial Relation

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- According to Richard A Lester, the scope of industrial relations is no longer limited only to trade unions and industrial management, rather **it includes all aspects of labour such as wages, productivity, social security, management, and employee policies.**

Hence, the scope of industrial relations includes

- a) Relationship among **employees, between employees and their superiors or managers.**
- (b) Collective relations between trade unions and management. It is called union-management relations.
- (c) Collective relations among trade unions, employers' associations and government.
- It includes the **establishment and maintenance of good personnel relations in the industry; ensuring manpower development; establishing a closer contact between persons connected with the industry; creating a sense of belonging in the minds of management; creating a mutual affection; responsibility and regard for each other; stimulating production as well as industrial and economic development; establishing a good industrial climate and peace; maximising social welfare.**

OBJECTIVES OF IR

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- **Employee empowerment:** provide an opportunity to the workers to participate in management and decision making process.
- **Productivity:** raise productivity in the organization to curb the employee turnover and absenteeism.
- **Bargaining capacity:** to improve the bargaining capacity of the workers through trade unions.
- **Discipline:** to ensure discipline in the organization and in the industry.
- **Mutual cooperation:** to develop & Secure mutual understanding & good relationships among all the players in the industrial set-up.

Contd... OBJECTIVES OF IR

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- **Labor-management interest:** to safeguard the interests of the labor and the management by preventing one of the players from getting a strong hold over the other.
- **Resolve and preventing industrial conflict:** to maintain industrial peace & harmony by preventing industrial conflicts.
- **Economic condition:** improvement of economic conditions of workers.
- **Standard of living:** to improve the standard of living of the average worker by providing basic and standard amenities.
- **Basic framework:** to provide a basic framework for the management & the employees to resolve their differences.

Types

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Industrial relations include **four types** of relations:

- (i) **Labour relations** i.e., relations between union-management (also known as labour management relations);
- (ii) **Group relations** i.e., relations between various groups of workmen i.e., workmen, supervisors, technical persons, etc.
- (iii) **Employer-employee relations** i.e., relations between the management and employees. It denotes all management employer relations except the union-management relations;
- (iv) **Community or Public relations** i.e., relations between the industry and the society

Characteristics of Industrial Relations

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1. **Parties in the Industrial Relations Activities:** Basically, two parties - workers and management are involved in the process of establishing relations. However, the government agencies regulate/maintain industrial relations.

2. **Interactive Process:** Industrial relations arise out interactions between different persons/parties. They are supervisors, workers trade unions, employers' associations. So, interactive process takes place between –

- i. Supervisors and industrial workers
- ii. Supervisors and group/team members
- iii. Management and trade union leaders
- iv. Employers' federations or employers' association and workers' unions

3. **Two-Way Communication:** IRs is a two-way communication process. One party gives **stimuli**, other party **responds to the stimuli**. So, the transaction occurring through such mechanism is either complementary or cross. More the complementary transactions, better will be the industrial relations situations.

Note: Employers' Federation of India (EFI), <http://www.efionline.in/>

All India Organisation of **Employers** (AIOE),

Employers' federations, a body of employers, usually from the same sector of the economy, associated to further the interests of member companies by conducting negotiations with trade unions, providing advice.

- 4. **Approaches to IRs:** Various approaches contribute to shape IRs pattern in industrial organizations. These approaches include sociological, psychological, socio-ethical, human relations, system approaches.
- 5. **State Intervention:** State plays a vital role to influence industrial relations situations through its activities as facilitator, guide, counsellor for both the parties in the industry.
- 6. **Organizational Climate:** If, congenial (cordial) and conducive (contributive; helpful; favorable) organizational climate prevails, workers feel homely, interact spontaneously, communicate boss about their problems, difficulties directly and come close to him to exchange/share the views each other in respect of work, change of job design, introduction of any operative system, process etc. Under such situation, possibility of establishing healthy human relations develops and these relations influence industrial relations pattern of organization.
- 7. **Dispute Settlement Process:** If, the management personnel believe on the philosophy of settling workers' grievances/ disputes through bi-lateral negotiation process, they give much more emphasis on mutual talk, sharing responsibility, collaboration, partnership dealing and mutual trust. In the process changes in workers' attitudes, behaviour and thought pattern are likely to occur which effect industrial relations.

Importance of Industrial Relation

1. **Foster Industrial Peace:** Under the mechanism of IR, both employees and managers discuss the matter and consult each other before initiating any actions.
2. **Promote Industrial Democracy:** Industrial democracy means the government mandated worker participation at various levels of the organisation with regard to decisions that affect workers.
3. **Benefit to Workers:** IR benefits workers in several ways. **For example**, it protects workers against unethical practices on the part of management to exploit workers by putting them under inhuman working conditions and niggardly wages (ungenerous with wages). It also provides a procedure to resolve workers' grievances relating to work.
4. **Benefit to Management:** IR protects the rights of managers too. As and when workers create the problem of indiscipline, IR provides managers with a system to handle with employee indiscipline in the organisation.
5. **Improve Productivity:** Experiences indicate that good industrial relations serve as the key for increased productivity in industrial organisations.

6. Uninterrupted Production: Ensures continuity of Production. Continues employment for all employees from CEO to Floor Worker.

7. Reduction in Industrial Disputes: Good IR reduce the Industrial Disputes. Strikes, Lockouts, go-slow, Tactics, Gherao and grievances are some reflections of Industrial Unrest.

8. High Morale: Good IR improve the morale of the employees. They work with great zeal with the feeling in mind that the interest of employer and employees is one and the same.

9. Reduce Wastage: Good IR are maintained on the basis of cooperation and recognition of each other. Wastages of man, material and machines are reduced and increased production. Thus, National Interest is Protected.

Note: Gherao: prevent (someone) from leaving a place of work until certain demands are met.

Approaches to IR

The **three** popular approaches to IR are

1. Unitary approach,
2. Pluralistic approach and
3. Marxist/Radical approach

UNITARY APPROACH

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- IR is grounded in mutual cooperation, individual treatment, teamwork and shared goals.
- Managers and the managements rights to manage is accepted because there is no "we-they" feeling.
- Advocates of the unitary approach emphasize on a reactive IR strategy.
- They seek direct negotiations with employees.
- Participation of government, tribunals (a court of justice), and unions are not sought or are seen as being necessary for achieving harmonious employee relations.
- It is also criticized as manipulative and exploitative

PLURALISTIC APPROACH

- In the pluralistic approach, a strong union is not only desirable but necessary.
 - Organisations as coalition of competing interest, where the managements role is to mediate amongst the different interest groups.
 - Trade unions are accepted as legitimate representatives of employee interests.
 - According to pluralists, industrial conflict is inevitable and it needs to contain within the social mechanism of collective bargaining, conciliation and arbitration.
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- **Note: Conciliation:** The action of mediating between two disputing people or groups.
 - **Arbitration :** Use of an arbitrator to settle a dispute.

Marxist/Radical approach

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Marxist Approach to Industrial Relations

- The Marxist approach to the study of Industrial Relations is **rooted in the theory of conflict founded by Karl Marx.**



- Marxist, like the pluralistic, regard conflict between employers and employees as inevitable.
- The Marxist approach focuses on the type of society in which an organization functions.
- Conflict arises not just because of competing interest within the organization, but because of the division within society between those who own or manage the means of production and those who have only their labour to offer.
- For the Marxist, all strikes are political.
- Besides, Marxists regards state intervention via legislation and the creation of industrial tribunals as supporting managements' interest rather than insuring a balance between the competing groups.

Model of Industrial Relations



John Thomas Dunlop

Industrial Relations System
appeared in 1958

- ❑ Early writers on IR **came from a variety of backgrounds.**
- ❑ As the study became increasingly institutionalized **it became a study in its own right.**
- ❑ A **most notable writer** was

Model of Industrial Relations



John Thomas Dunlop

- For Dunlop the defining characteristics were
 - ❖ The *full range of rule making* governing the workplace.
 - ❖ *Analysis of the rules* of employment.

Model of Industrial Relations



John Thomas Dunlop

INDUSTRIAL
RELATIONS
SYSTEMS

REVISED EDITION

JOHN T. DUNLOP

- ❑ IR system as a distinct subset of the Economic System and separate of the Political System.

**Economic
System**

**Industrial
Relations
System**

**Political
System**

System Approach.....

- The system approach is given by Prof. John Thomas Dunlop of the Harvard University (1958) and is also referred as Dunlop's Approach.
- The IR framework is designed to be applicable to three broad area of IR experience namely,
 - IR within an enterprise
 - IR within a country
 - IR as a totality in the course of economic development.

Dunlop's System Theory

$$IR = f(a, t, m, p, i)$$

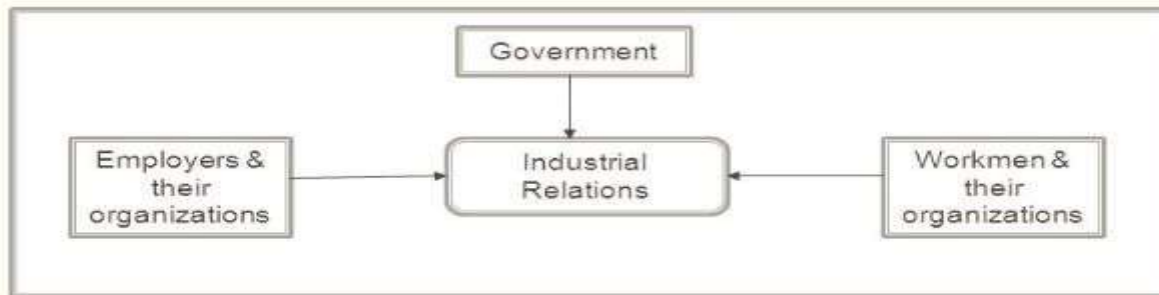
Where, a -> three actors shown in fig. 1

t -> technological context

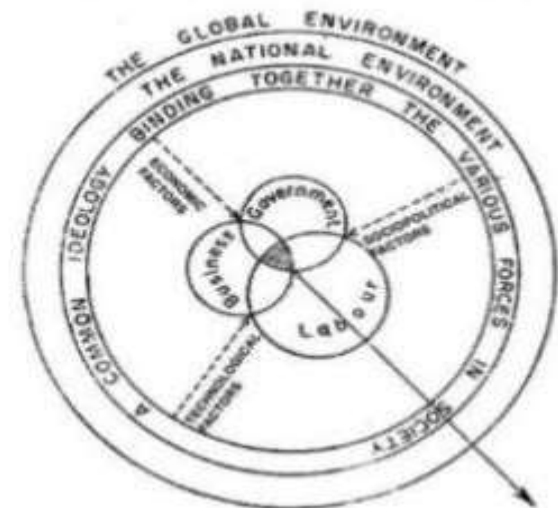
m -> market context

p -> power context

i -> ideological context that binds them together



Dunlop's System Theory (1958)



The IRS could be divided into four interrelated elements comprised of certain **actors**, certain **contexts**, an **ideology** which binds the industrial relations system together and a **body of rules** created to govern the actors in the workplace

ACTORS in IR System:

- •The workers (non-managerial) and their representatives.
- •The hierarchy of management and their representatives.
- •The specialized govt. agencies concerned with IR.

CONTEXT of a System:

- Technological** – form of management, type of supervision, condition of workplace, employment pattern, size and characteristics of labour force
- Market** – Competitive position, labour cost, labour productivity, and financial capacity of org.
- Power** – Industrial policy, rules and regulations, status of workers, political systems

► Ideology:

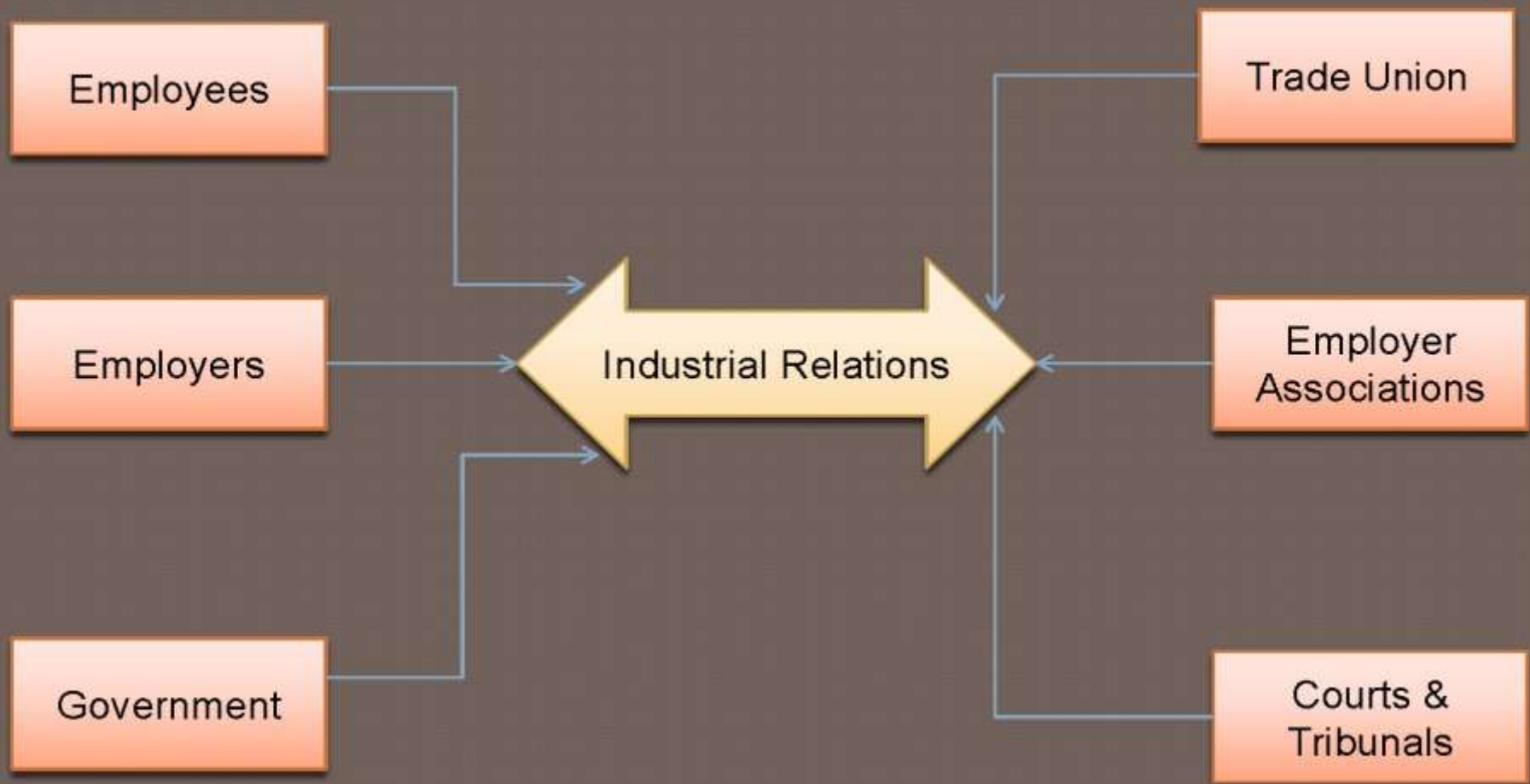
It is the set of ideas and beliefs commonly held by the actors that helps to blend and to integrate the system together.

► Establishment of Rules:

- Rules regarding compensation in all forms.
- Rules regarding duties and performances of workers including rules of discipline for failure to achieve standards.
- Rules regarding the rights and duties of workers along with methods of settlement of disputes

Participants of Industrial Relation

Parties to IR



Note: Tribunals are **judicial**, intend to provide a platform for faster adjudication as compared to traditional courts. Ex: **Fast Track Courts State-wise**, <https://clpr.org.in> (Centre for Law & Policy Research), labour courts and tribunals

Parties Involved in Industrial Relations

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Primary Parties

- Those persons or associations which are directly associated with or influenced by the functions of industrial relations are as follows:

Employees

- The workers who provide their services to the organization are an essential resource and contributes to generating the desired output.
 - i. Sharing their views, suggestions and ideas with the management to improve the business operations;
 - ii. becoming a part of organizational decision-making and ensuring the betterment of the working conditions;
 - iii. speaking out their problems and grievances and seeking for the redressal of the same.

► Employers

- Employers are responsible for providing a favourable work environment for the employees. They have many rights and powers like laying off inefficient employees, taking strategic decisions such as mergers, acquisition or shutdown of the organization and adapting technological changes in the operations.
- Following are the **different ways in which managers can benefit from sound industrial relations** in the organization:
 - i. Motivating the employees to give their best and gaining their trust and commitment;
 - ii. improving the overall efficiency and ensuring effective communication among the employees and the management;
 - iii. dealing with problems of trade union along with negotiation of employment terms and conditions with such employee representative.

➤ Government

➤ Before the 19th century, the government didn't use to intervene in the conflicts between the employer and the employee. They started regulating the industrial relations through labour courts and tribunals, for the following reasons:

- i. Safeguarding the interest of both the parties;
- ii. ensuring that both the employer and the employee, abide by the legal terms and conditions.

➤ Employers' Association

➤ It is an authoritative body, formed to protect the interest of the industrial owners. It performs the following functions to safeguard the rights of the employers:

- i. Representing the owners in collective bargaining with the employees or government and also in case of national issues;
- ii. creating a proper mechanism to resolve industrial disputes;
- iii. giving an insight into the employee relations in an organization and providing suggestions accordingly.

Trade Unions

When the workers unite together to form an association and elect a representative among themselves; for the protection of their rights and to raise their demands in front of the management; it is named as a **Trade union**.

➤ Listed below are the objectives of such associations:

- i. Negotiating collectively with the administration for meeting the individual interest of an employee;
- ii. upgrading the status of the employees in the organization;
- iii. demanding better working conditions and higher job security for the workers;
- iv. safeguarding the interest of the employees by demanding a higher level of democratic control over the decision-making at the organizational, corporate and national levels.

Note: The Madras Labour Union, established in 1918 by **B.P. Wadia** is widely regarded as the first officially recognized trade union, while the All India Trade Union Congress, formed in 1920, is considered the first trade union federation in India.

► Courts and Tribunals

- The judiciary includes the 'courts' to resolve the legitimate (conforming to the law or to rules) conflicts and the 'judicial review' to administer the justice of the constitution. These courts and tribunals play an essential role in settlement of industrial disputes by **eliminating the following**:
 - i. Judicial flaws;
 - ii. conflicting judgment;
 - iii. poor evaluation of penalty;
 - iv. confusing terms and conditions.

Recent Trends in Industrial Relations

- The emerging trends in industrial relations from labour reform to judicial trends and managerial strategies are as under :

1. Labour Reforms:

- The product market and capital market reforms has increased bargaining power of the capital vis-a-vis labour.
- The labour reforms in the following:
 - i. Disinvesting instead of privatization.
 - ii. Liberalizing labour inspection.
 - iii. Amending trade union laws.
 - iv. Reducing interest rates on provident fund.
 - v. Special concessions to SEZ.
- vi. Different inspection authorities for SEZ.
- vii. Simplify procedures of annual returns, maintenance of registers and so on.
- viii. Declaring units in SEZs as 'public utility services' to make strikes more difficult.

➤ 2. Judicial Trends:

- From the era of 'social justice', 'distributive justice' and 'discriminative justice', where the judiciary was busy in giving many landmark judgments for protecting the interest of workers. The trend has been reversed with the advent of liberalization and globalization, where our industries have to compete with the multinationals.

- i. Strike is not a fundamental right.
- ii. Ruling that a strike has not only to be legal, but also justified; application of the norm of no work on pay in the case of strikes and for those who do union work as against company work.
- iii. Imposition of fine on trade union leaders for indulging in arson (the act or crime of willfully, wrongfull), loss of company property etc.
- iv. Restrictions on protest demonstration, political bandhs, etc.
- v. Decision that in the case of accidents by a bus or lorry, the compensation payable to the victims should be recovered from the earning of drivers.

Trends in the collective bargaining

- Few emerging trends in the collective bargaining process are:
 - i. Level of collective bargaining is shrinking day by day.
 - ii. In public enterprises, the government has withdrawn the budgetary support for expenditure arising out of collective bargaining. Further, the government prefers long-term settlement and brings to link pay with performance of both the workers as well as the public enterprises.
 - iii. In private enterprises, there has been decentralizing tendencies. The enterprise-level bargaining has become the dominant even in industries like cotton, silk, plantations in the regions of Mumbai, Coimbatore etc.

► Trade Unions Nexus:

- The bargaining power of trade unions has been weakened earlier. IRS was mainly concerned with trade unions, management and the government. But now the consumers and community are also a part of dynamic Industrial Relations System (IRS). When the rights of consumers and community are affected, the rights of workers and trade unions and even managers/employers get a back seat. This is evidenced by ban on bandh and restriction on protests and dharnas. Now-a-days, trade unions can see their future by aligning themselves with the interests of the wider society. Unions have to make alliances with the society, consumers and community, otherwise they will find themselves dwindling.

Labour-Management Conflicts:

- i. There have been less strikes, lockouts and less man days lost due to strikes.
- ii. Workers are more educated and do not believe in violent activities.
- iii. Workers have shown responsibilities in cut-throat competition and are aware of their rights, thus leading to decline in strikes.
- iv. Employees also avoid lockouts because decline in production even for hours lead to heavy losses to them.

► **Managerial Strategies:**

- The economic reforms have toned down industrial conflicts, due to shift in the relative bargaining power in favour of capital. The employers devised various managerial strategies to achieve labour flexibility, weaken labour power, more control over production process, reduction in regular workers via VRS, transfers, multi-tasking, freeze in employment, increased use of contract labour, subcontracting etc., on both public as well as private enterprises.

► Government Strategies:

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- In the positive direction, to boost the industrial harmony and economic activity, the government has adopted **two strategies** namely **disinvestment and deregulation**, which are expected to be mutually beneficial for the workers as well as the management.

► Disinvestments:

- It refers to the action of an organisation (or the government) selling or liquidating an asset or subsidy.

It affects IRS in the following ways:

- i. It changes ownership, which bring changes in the work organization and employment and also in the trade union dynamics.
- ii. It changes the work organization by necessitating retaining and redeployment.
- iii. It affects the rights of workers and trade unions by providing job security, income security and social security.
- iv. Disinvestment makes workers the owners by issue of shares.
- v. It safeguards existing benefits and negotiate higher compensation for voluntary separations.
- vi. It also set up further employment generation programmers.

➤ Deregulation:

- It is the process of removing or reducing state regulations. The reduction or elimination of state regulation in a particular industry, is usually enacted to create more competition in the industry. Deregulation is resorted to ensure similar protection to public/government employees.

Managing Industrial Relations changes

- Industrial Relations Changes has brought lot of changes in
- a) Management, entrepreneurs, employees because of necessity and compelling circumstances.
- b) In the trade unions
- c) In the workers themselves
- d) Attitude of the government, politicians
- e) Judiciary also

This can be discussed as follows

1. Management has changed Human Relations Management policies.
2. Employers have formed their effective associations to tackle not only their workers but also to compete

- 3. Linkage with international business organisations, participation in world trade suggesting requisite changes in commercial laws etc. has become the order of the day.
- 4. Linkage with international labour organisation they can, up to date, the informations to see their suggestions and improve workers conditions.
- 5. The Associated Chambers of Commerce & Industry of India (**ASSOCHAM**) have emerged as confederation of Indian Industries.

B. Status of Trade unions: After independence of our country more and more industries were coming, trade unions were becoming stronger. In private sectors trade unions were masters they could to strong arms tactics at the same time some industrialists could suffocate the unions with their 'gangs' Things were extreme union leaders were in the pocket of industrialists.

C. Change and Workers Workers join unions which are powerful, not unions which are principled. Gamut of industrial social security Acts came into being only keeping in mind the interest of industrial workers without any thought about the industry or the employers

➤ D. Attitude of government and politician

1. Politicians were jubilant (expressing great happiness) while there was nationalization since they can hold the reins (Control).
2. The profit loss of P.S.U were linked with government money, which is unlimited, as such politician and government machineries were comfortable industrial relations got a boom.
3. Back bone less management was seen in most of the industries, workers wages enhanced, with out increasing their responsibility or accountably.

➤ E. Change in Judiciary

1. Judicial Activism was pronounced, judges were free to decide for the country's welfare
2. A slight shift was perceptible in some place where employers action was justified.
3. Through there were frequent brushings between judiciary and parliament, by and large development of the nation got a boom.

- **Evolution of Labour Legislation in India** - History of Labour Legislation in India, Constitutional Provisions for the Protection of Labour Workforce in India.

International Labour Organisation

- Established in 1919 as a part of league of nations.
- Only international body that survived even after 2nd world war.
- Becomes specialized agency of U.N. in 1946.
- Aims at world peace through social justice.
- India became original signatory member in 1919.
- Draws attention on various problems like: working conditions, unemployment, industrial accidents, diseases, problem of women & young persons, children etc.





Inception

- Formed in 1919 After the end of WW1



first International Labour Conference, in Washington, D.C., in 1919, in front of the Pan American Union Building



The Constitution of the ILO was drafted in early 1919 by the Labour Commission



Members of the Commission on International Labour Legislation at the Paris Peace Conference.

It was composed of representatives from nine countries:

Belgium, Cuba, Czechoslovakia, France, Italy, Japan, Poland, the United Kingdom and the United States.



Establishment



It was created in 1919, as part of the **Treaty of Versailles** that ended WW-I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.



HQ in Geneva, Switzerland

INTERNATIONAL LABOR ORGANIZATION HEADQUARTERS, GENEVA



- **Labor legislation** (also known as **employment law or labor law**) is the body of laws, administrative rulings, and precedents which addresses the legal rights of, and restrictions on, working people and their organizations. As such, it mediates many aspects of the tripartite relationship between trade unions, employers and employees. In other words, Labour law defines the rights and obligations as workers, union members and employers in the workplace.

Evolution of labour legislations in India:-



Principles of Labour Legislation

Social Welfare
Social Justice
Social Equity
Social Security

Evolution of Labour Legislations in India

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Upto 1881, there was no law related to labour welfare in India. The Indian factories act was passed in the year 1881. After this a number of such laws were passed to regulate the working conditions in industries. Prior to this law, the workers were exploited for the following reasons:

- (i) Labour was available in abundance. They badly needed work to fulfil their requirements, basic needs can't wait for their satisfaction. The workers had no other source of livelihood. They only had their labour and skill to sell.
- (ii) Labour was ill educated, too poor and ignorant. They didn't know about their contribution to profit and their importance in the process of production, nor could they think because being poor they couldn't think of anything other than earning for their basic needs.
- (iii) Industrialization and employment in factories was a comparatively new process for Indian workers and so it didn't provide them with much experience. Due to lack of contact with other parts of the world, they didn't know what rights their counterparts in other parts of the world enjoy.

- (iv) Workers feared their employers. They were compelled to work as directed by the employers who sometimes even used physical force to compel them. Even greater was the fear of retrenchment (The act of removing a worker from a job/removal of employees).
- (v) The entrepreneurs enjoyed greater proximity to political power circles. They were financially sound and so could twist the situation their way.
- (vi) If work came to a halt, the entrepreneurs lost only their profits where as the worker lost their livelihood and had to suffer from hunger.

HISTORY OF LABOUR LEGISLATION IN INDIA: WORKING CONDITIONS:

The workers had to work under miserable working conditions which can be termed as inhuman.

- 1. The work places were insufficient, there was no provision of drinking water, urinals, bathrooms, waiting rooms, canteens etc.
- 2. There was no provision for overtime payment.
- 3. Leave facility was not provided to workers. Deduction was made in their wages for the amount of leave taken.
- 4. In case of worker met an accident in the working hours, no compensation was paid to him.
- 5. Women and children were made to work for long hours under unsafe and unhygienic conditions.

(a) Labor laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement

Sl. No.	Name of the Act
1.	The Employees' State Insurance Act, 1948
2.	The Employees' Provident Fund and Miscellaneous Provisions Act, 1952
3.	The Dock Workers (Safety, Health and Welfare) Act, 1986
4.	The Mines Act, 1952
5.	The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labor Welfare (Cess) Act, 1976
6.	The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labor Welfare Fund Act, 1976
7.	The Mica Mines Labor Welfare Fund Act, 1946
8.	The Beedi Workers Welfare Cess Act, 1976
9.	The Limestone and Dolomite Mines Labor Welfare Fund Act, 1972
10.	The Cine Workers Welfare (Cess) Act, 1981
11.	The Beedi Workers Welfare Fund Act, 1976
12.	The Cine Workers Welfare Fund Act, 1981

**(b) Labor laws enacted by Central Government and enforced both by
Central and State Governments**

Sl. No.	Name of the Act
13.	The Child Labor (Prohibition and Regulation) Act, 1986.
14.	The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996.
15.	The Contract Labor (Regulation and Abolition) Act, 1970.
16.	The Equal Remuneration Act, 1976.
17.	The Industrial Disputes Act, 1947.
18.	The Industrial Employment (Standing Orders) Act, 1946.
19.	The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
20.	The Labor Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
21.	The Maternity Benefit Act, 1961
22.	The Minimum Wages Act, 1948
23.	The Payment of Bonus Act, 1965
24.	The Payment of Gratuity Act, 1972
25.	The Payment of Wages Act, 1936
26.	The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
27.	The Building and Other Construction Workers Cess Act, 1996
28.	The Apprentices Act, 1961

(c) Labor laws enacted by Central Govt. and enforced by the State Govts.

Sl. No.	Name of the Act
29.	The Employers' Liability Act, 1938
30.	The Factories Act, 1948
31.	The Motor Transport Workers Act, 1961
32.	The Personal Injuries (Compensation Insurance) Act, 1963
33.	The Personal Injuries (Emergency Provisions) Act, 1962
34.	The Plantation Labor Act, 1951
35.	The Sales Promotion Employees (Conditions of Service) Act, 1976
36.	The Trade Unions Act, 1926
37.	The Weekly Holidays Act, 1942
38.	The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
39.	The Workmen's Compensation Act, 1923
40.	The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
41.	The Children (Pledging of Labor) Act 1938
42.	The Bonded Labor System (Abolition) Act, 1976
43.	The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
44.	The Unorganized Workers' Social Security Act, 2008

LABOUR LEGISLATIONS

The various labour legislations enacted by the central government can be classified into the following different broad categories:

LAWS RELATING TO INDUSTRIAL RELATIONS-

- INDUSTRIAL DISPUTES ACT, 1947
- TRADE UNIONS ACT, 1926
- LAWS RELATING TO WAGES
- MINIMUM WAGES ACT, 1948
- PAYMENT OF WAGES ACT, 1936
- PAYMENT OF BONUS ACT, 1965

LAWS RELATING TO SOCIAL SECURITY

- EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952
- EMPLOYEES' STATE INSURANCE ACT, 1948
- LABOUR WELFARE FUND ACT (OF RESPECTIVE STATES)
- PAYMENT OF GRATUITY ACT, 1972

The Employees' Compensation Act, 1923

LAWS RELATING TO WORKING HOURS, CONDITIONS OF SERVICES AND EMPLOYMENT

- FACTORIES ACT, 1948
- INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
- SHOPS AND COMMERCIAL ESTABLISHMENTS ACT (OF RESPECTIVE STATES)
- CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970
- INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979
- WEEKLY HOLIDAY ACT, 1942
- NATIONAL AND FESTIVAL HOLIDAYS ACT (OF RESPECTIVE STATES) 1963
- THE PLANTATION LABOUR ACT, 1951
- THE MINES ACT, 1952
- THE DOCK WORKERS (SAFETY, HEALTH & WELFARE) ACT, 1986

LAWS RELATING TO EQUALITY AND EMPOWERMENT OF WOMEN

- EQUAL REMUNERATION ACT, 1976
- MATERNITY BENEFITS ACT, 1961
- BONDED LABOUR SYSTEM (ABOLITION), ACT, 1976
- CHILD & ADOLESCENT LABOUR (PROHIBITION & REGULATION) ACT, 1986
- THE BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966
- THE SEXUAL HARASSMENT AT THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013
- LAWS RELATING TO EMPLOYMENT AND TRAINING APPRENTICES ACT, 1961
- EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959

- 1. Payment of Wages Act, 1936:** Ensures that industrial workers receive payment of their wages at regular intervals and that no unauthorised deductions are made from their wages.
- 2. Minimum Wages Act, 1948:** empowers the Government to fix, review, revise, and enforce minimum wages of workers employed in all scheduled employments.
- 3. Payment of Bonus Act, 1965:** provides for the payment of bonus to all employees working in industrial establishments and drawing up to Rs. 3,500 p.m.
- 4. Bonded Labour System (abolition) Act, 1976:** This Act abolishes bonded labour system in India. Under the Act, every bonded labourer stands freed and discharged from any obligation to render any bonded labour.
- 5. Trade Unions Act, 1926:** The Act lays down procedure for registration of trade unions and defines their rights and liabilities. Members of registered trade unions get protection against various civil and criminal liabilities which they are likely to incur in promoting and safeguarding their legitimate interests.

6. State Acts on Shops and Commercial Establishments:

covers all wage earners employed in shops, commercial establishments, restaurants, theaters, cinemas, and other places of work. These Acts contain provisions related to opening and closing hours, hours of work, rest intervals, overtime rates, and weekly holidays.

7. Factories Act, 1948: provides for the licensing, registration, and inspection of factories, for protecting the interests of workers by ensuring for them better work conditions, and safe and healthy working conditions in factories.

8. Industrial Disputes Act, 1947: The main objectives of the Act are: -

- Promotion of measures for securing good relations between employers and workers;
- Investigation and settlement of disputes between labour and employers, workmen and workmen, employers and employers;
- Prevention of illegal strikes and lockouts; and
- Providing relief to workers adversely affected by retrenchments (layoffs).

9. Equal Remuneration Act, 1976 – This Act seeks: -

- to protect the interests of women labour;
- equal remuneration to women workers (as that paid to men workers) for same / similar work;
- that women are not discriminated against in matters of recruitment or service conditions.

The Employees' Compensation Act, 1923

The Employee's Compensation Act, aims at providing financial protection to workmen and/or their dependents in case of accidental injury arising out of and in the course of employment and causing either death or disablement of workmen.

Constitutional Provisions for the Protection of Labour Workforce in India.

Constitutional Provisions for the Protection of Labour Workforce in India.

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FUNDAMENTAL RIGHTS OF LABOUR LEGISLATION

Part III of the constitution of India is the benchmark for labour laws in India

ARTICLE 14

Equality before the law which is interpreted in labour laws as “Equal Pay For Equal Work” (No Discrimination)

ARTICLE 16

Equality of opportunity in matters of public employment. (No Discrimination on Caste, Race, Gender)

ARTICLE 19 (1) (C)

Constitution guarantees citizens to form a union or association power to raise voices against any atrocities inflicted (Torture, something unpleasant or painful, Causing serious bodily or mental harm to members of the group).

ARTICLE 21:

Protection of life and personal liberty.

ARTICLE 23

Constitution prohibits all kinds of forced or bonded labour

ARTICLE 24

Constitution prohibits all form of child labour (Child <Less than 14years, Amendment: Child labour 14-18years should not be hazardous or harmful to their health.

DIRECTIVE PRINCIPLES OF STATE POLICY

RELEVANCY OF PART IV (ARTICLE 36 – 51) ON LABOUR LAWS

ARTICLE 39 (A)

Legal Aid Services

ARTICLE 39 (D)

Equal pay for equal work for both men and women

ARTICLE 41

Provide employment, education & assistance in unemployment, etc

ARTICLE 42

Upliftment of conditions of workers

ARTICLE 43

Participation of workers in management and providing “living wage” and not “minimum wage”

ARTICLE 46

Securing interest of scheduled caste & tribes & other weaker sections of society

ARTICLE 47

Raise level of nutrition and standard of living

Living wage: Minimum wage + Standard of Living

