

GOVERNMENT POLYTECHNIC FOR GIRLS'
AHMEDABAD

CIVIL ENGINEERING DEPARTMENT
“CONSTRUCTION PROJECT MANAGEMENT”
(3360603)

LABOUR LAWS

Prepared by: R.M.Patel



Labour Laws

Body of rulings pertaining to working people and their organization including trade unions and employee unions enforced by government agencies.

Types

- Collective-It involves relationship between the union, the employer and employee.
- Individual- It involves concern for employees rights in the workplace.

➤ Necessity and importance of labour

laws:-

- Improves industrial relation i.e. employee-employer relations and minimizes industrial disputes.
- Prospects workers form exploitation by the employers or management.
- Helps workers in gating fair wages.
- Minimizes labour unrest.
- Reduces conflicts and strikes etc.

- Prompts welcome environment conditions in the industrial system.
- Fixes rest pauses and work hours etc.
- Ensures job security for workers.
- Provides compensation to workers who are victims of accidents.

➤ Important rights of labour laws:-

- Employment agreement.
- Maternity benefit.
- Provided fund.
- Gratuity.
- Timely and fair salary.
- Appropriate working hours and overtime.
- Right to leaves.
- Prevention of sexual harassment at workplace.

➤ Uses of Labor Law:-

- The human resources department is responsible for assuring that labor laws governing an employer's hiring and workplace practices are adhered to at both the federal and state levels.
- To be the best intermediary possible between corporate higher ups and his union. A good union leader should be completely conversant in the labor law of his region constantly updating his understanding of any pertinent changes as they occur.

Trade Unions:-

The trade unions are voluntary organization of workers formed with the primary objective of protecting the interest of the labours. This are formed for regulating the relations between the employers and workers or between the workers them selves.



➤ Trade union Act-1926:-

- The first trade union Act in india was passed in 1926. Further amendments were made in 1928, 1942 and 1947. This Act defines the law relating to trade unions in certain matters and made provision for registration of trade unions in india.

• Minimum wages Act-1948:-

The minimum wages Act was passed in 1948 by the government of india and in 1961 by the government of Gujarat.

The aims of this act is social justice this Act provides for fixing minimum wages of labourers. The minimum wages is defined as the amount of money to be earned by a worker which is sufficient to fulfill his normal needs and give him reasonable comforts of living in a civilized society.

• Payment of wages Act-1936:-

For the first time in india this Act was passed in 1936 this Act specifically includes construction activities within its jurisdiction. Later this Act has been amended in 1957,1962,1975 and 1977.

• Workmen Compensation Act-1923:-

Workmen's compensation Act was passed in 1923 and 1959 and again 1976. The Act provide the payment of compensation to the worker by the employer when he sustains injury in the course of his employment.

•Contract Labour Act-1970:-

This Act was enacted to regulate the employment the contract labour in certain firms/ enterprices and to provide for its abolition in certain circumstance. There is also provision for improving the service condition of contract labour. This Act is applicable where twenty or more than twenty labourers are engaged on contract bases, bus not applicable to casual labour.

•Industrial Disputes Act-19:-

The aim of this act is to make provision for the investigation and settlement of industrial disputes and other purposes.

Conclusion

The conclude we can say that labour is lifeblood of any organization; if we are able to maintain a good industrial labour relation the prosperity of both employer and employees will be extremity.

THANK YOU