



RAMA UNIVERSITY

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FACULTY OF COMMERCE & MANAGEMENT

COURSE: MBA 3rd SEMESTER

SUBJECT: LABOUR LEGISLATIONS

SUBJECT CODE: MBAHR01

LECTURE: 3

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Lecture-3



Importance of Labour Legislations

- Labor law regulates not only the condition of work of industrial establishment but also industrial relation, payment of wages, registration of trade unions.
- It defines legal rights and obligations of employee and employers and also provide guidelines for their relationship.
- Labor legislation has helped the workers to remove economic insecurity to a great extent.
- Labour legislation helps the workers in getting basic amenities and benefits in terms of occupational security.
- With the enactment of labour legislation organization have to provide hygiene and well maintained working condition to their employees.
- Helps in economic development of the country.
- To deal with industrial dispute.
- To enforce social insurance and labour welfare scheme.
- Necessary for health, safety, and welfare of workers.
- For the achievement of socio-economic progress.
- Encourages and facilitate the workers in the organization

Functions of labour legislations

- Labour legislations have multiple functions. The primary functions are to provide equal opportunity and pay, employees' physical and mental well-being and safety, and workplace diversity.
- Other functions are Family-Friendly Workplace Concrete Activity and Workplace Safety etc.