



RAMA UNIVERSITY

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FACULTY OF COMMERCE & MANAGEMENT

COURSE: MBA 3rd SEMESTER

SUBJECT: LABOUR LEGISLATIONS

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LECTURE: 4

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Lecture-4



Classification/Types of Labor Legislations

- On the basis of specific objectives, the labour legislations can be classified into following categories-
1. **Regulative**
 2. Protective
 3. **Wage-Related**
 4. **Social Security**
 5. Welfare both inside and outside the workplace
 6. Miscellaneous

Labor legislations or Laws

The Regulative Labor Legislations:

- The main objective of the regulative legislations is to regulate the relations between employees and employers and to provide for methods and manners of settling industrial disputes.
- This laws also regulate the relationship between the workers and their trade unions, the rights and obligations of the organizations of employers and workers as well as their mutual relationships.
- The laws under this category are as follows :
 1. The Contract Labour Act, 1970;
 2. The Industrial Employment (Standing Orders) Act, 1946.
 3. The Industrial Disputes Act, 1947
 4. The Trade Unions Act, 1926, and
 5. Industiral Relations Legislations enacted by states of Maharashtra, MP, Gujarat, UP etc.

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The Protective Labor Welfare Legislations:

➤ The main objective of this legislations is to protect labour standards and improve the working conditions. Some of these are the following :

1. The Factories Act, 1948
2. The Mines Act,1952
3. The Plantations Labour Act,1951
4. The Motor Transport Workers Act,1961
5. The Shops and Establishments Acts
6. Beedi and Cigar Workers Act 1966

Wage-Related Labour Legislations

➤ Legislations laying down the methods and manner of wage payment as well as the minimum wages come under this category:

1. The Payment of Wages Act, 1936,
2. The Minimum Wages Act, 1948
3. The Payment of Bonus Act, 1965.
4. The Equal Remuneration Act, 1976