



# RAMA UNIVERSITY

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## **FACULTY OF COMMERCE & MANAGEMENT**

**COURSE: MBA 3<sup>rd</sup> SEMESTER**

**SUBJECT: LABOUR LEGISLATIONS**

**SUBJECT CODE: MBAHR01**

**LECTURE: 5**

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# Lecture-5



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## **Social Security Labor Legislations:**

- Labor legislations ensuring Social security were also enacted.
- This intend to provide to the workmen social security benefits under certain contingencies of life and work.

Some of them are :

1. The Workmen's Compensation Act, 1923
2. The Employee State Insurance Act, 1948
3. The Coal Mines PF Act, 1948
4. Employees' Provident Fund and Miscellaneous Provisions Act, 1952
5. Maternity Benefit Act, 1961
6. The Payment of Gratuity Act, 1972

## **Welfare Labour Legislations**

- The aim of this Legislation is to promoting the general welfare of the workers and improve their living conditions.
- 1. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972.
- 2. The Mica Mines Welfare Fund Act, 1946
- 3. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
- 4. The Cine Workers Welfare Fund Act, 1981.
- 5. In addition, some state governments have also enacted legislations for welfare funds.
- 6. Beedi Workers Welfare Fund Act, 1976

## **Miscellaneous Legislations**

- Besides the above there are other kinds of labour laws which are very important. Some of these are :
1. The Contract Labour (Regulation & Abolition) Act, 1970
  2. Child Labour (Prohibition and Regulation) Act 1986
  3. Building and other construction workers (Regulation of Employment and Conditions of Service) Act 1996
  4. Apprentices Act 1961
  5. Emigration Act, 1983
  6. Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
  7. Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979
  8. Sales Promotion Employees (Condition of Service) Act 1976
  9. Working Journalists and other Newspapers Employees (Condition of Service and Miscellaneous Provision) Act, 1955.