

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3692
TO BE ANSWERED ON 24.03.2025**

LABOUR LAWS OF THE COUNTRY

3692. SHRI ADITYA YADAV:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Labour Laws of the country are in a position to address the issues like health and safety at the workplace, collective bargaining, unfair labour practices, certification of unions, labour-management relations, general holidays, annual leave, working hours, unfair terminations, minimum wage, and layoff procedures;**
- (b) if so, the details thereof; and**
- (c) if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (c): Ministry of Labour & Employment is administering 33 Central Labour Laws, list of which is annexed. The provision relating to minimum wage is governed by the Minimum Wages Act, 1948; Provision of collective bargaining, unfair labour practices, labour-management relations, unfair termination, lay-off procedure are in the Industrial Disputes Act, 1947; Certification of Trade Union in the Trade Unions Act, 1926; Holidays, annual leave etc. are administered by the Industrial Employment (Standing Orders) Act, 1946; Health, safety and working hours are governed by the Factories Act, 1948; the Mines Act, 1952, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 etc. Further, the Maternity Benefit Act, 1961 provides that women are entitled to a maximum of 26 weeks of maternity benefit etc.

ANNEXURE REFERRED TO IN REPLY TO PARTS (a) TO (c) OF THE LOK SABHA UNSTARRED QUESTION NO. 3692 DUE FOR ANSWER ON 24.03.2025 ASKED BY SHRI ADITYA YADAV, HON'BLE MEMBER OF PARLIAMENT REGARDING LABOUR LAWS OF THE COUNTRY.

LIST OF 33 CENTRAL LABOUR LAWS

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
5. The Factories Act, 1948
6. The Plantations Labour Act, 1951
7. The Mines Act, 1952
8. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
9. The Motor Transport Workers Act, 1961
10. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
11. The Contract Labour (Regulation and Abolition) Act, 1970.
12. The Sales Promotion Employees (Conditions of Service) Act, 1976
13. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
14. The Cine-workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
15. The Dock Workers (Safety, Health and Welfare) Act, 1986
16. The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
17. The Working Journalists (Fixation of Rates of Wages) Act, 1958.
18. The Trade Unions Act, 1926
19. The Industrial Employment (Standing Orders) Act, 1946.
20. The Industrial Disputes Act, 1947
21. The Employee's Compensation Act, 1923
22. The Maternity Benefit Act, 1961
23. The Payment of Gratuity Act, 1972
24. The Unorganised Workers' Social Security Act, 2008
25. The Cine-workers Welfare Fund Act, 1981.

26. The Building and Other Construction Workers' Welfare Cess Act, 1996
27. The Employees' State Insurance Act, 1948
28. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
29. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
30. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986
31. The Bonded Labour System (Abolition) Act, 1976
32. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by certain Establishments) Act, 1988
33. The Provident Funds Act, 1925
