



SEMINAR REPORT

TOPIC OF DISCUSSION

**RELATED ISSUES OF LABOUR LAWS FOR
PLACEMENT**



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Today (23.10.2024), the MBA - HRM Department was enthralled to host PROF. CS (Dr.) SANTANU MITRA through a very interactive and effective session, imparting us knowledge about how the labor laws are important in the field of Human Resource Management.

As we know , Labour laws are a set of regulations that govern how employees are treated in the workplace. Labor is an organization's most valuable asset, and labour laws should be strictly enforced to ensure that their rights are protected and not exploited. It governs businesses, workers, and trade unions.

Human resources (HR) professionals are in charge of strategically managing employees of the organization while adhering to regulations that govern employee rights and employer obligations. An HR manager needs to know the labour laws of the country in which they work because the majority of core HR functions are linked to and governed by the labour laws of the concerned country.




Any employee grievance is handled first by HR. They try to address the grievances as per the law and the company's policies. The grievance is then routed through various departments and channels to ensure that the aggrieved employees receive adequate relief. There may be numerous issues between management and employees. HR managers should address them as soon as possible. If the issue is not resolved on time, it may lead to litigations that are time-consuming and costly and may also impact the company's brand image. When an HR manager is well-versed in labour laws, he/she/they can resolve conflicts timely in accordance with the law and save cost.

To make sure that their company complies with rules, maintains an equitable workplace, and reduces legal risks, HR professionals need to have a thorough awareness of labor laws. Key elements of labor law in HR management include the following:

A close-up photograph of a person's hand holding a wooden gavel with a brass band, poised to strike a wooden desk. In the background, there are papers and another person's hand. The image is framed by a decorative vine in the top-left corner.

LABOR LAW AND HR MANAGEMENT

1. **Employment Contracts**: Employers are frequently required by labor laws to give employees written employment contracts. The terms and conditions of employment, such as compensation, working hours, benefits, and termination policies, should be outlined in these contracts.
 2. **Minimum Wage and Overtime**: Minimum wage thresholds and guidelines for overtime pay are established by labor regulations. The payment of employees must follow certain laws, according to HR professionals.
 3. **Work Hours and Breaks**: Labor laws frequently specify a maximum number of working hours per day or week and mandate that companies offer set break times. To avoid infractions, HR managers need to keep an eye on employees' working hours.
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13 LAWS EVERY HR SHOULD KNOW

Child Labour Act – 1986:

Sexual Harassment of Women at workplace Act – 2013

Workplace discrimination law

The Occupational Safety and Health

Equal Employment Opportunity laws (EEO)

Organizational Policies

The Apprentice Act, 1961

The Maternity Benefit Act, 1961

4. Equal Employment Opportunity: Under labor laws, discrimination in hiring, promoting, and terminating employees based on protected characteristics such as race, gender, age, religion, and disability is prohibited. HR departments must put in place procedures and policies that advance diversity and combat prejudice.

5. Family and Medical Leave: Many nations have regulations that require qualified employees to take family and medical leave. In order to guarantee that workers are informed of their rights, HR professionals need to be knowledgeable about these laws.

6. Termination and Severance: The steps and requirements for terminating an employee are outlined in labor regulations. To prevent legal problems, HR managers must strictly adhere to these rules. Severance pay could be necessary in specific circumstances.



7. Health and safety: Employers are frequently required by labor rules to maintain a secure and healthy workplace. It is the responsibility of HR departments to establish safety plans, carry out routine inspections, and guarantee adherence to health and safety laws.

8. Unions and Collective Bargaining: If there is a labor union at a location of business, HR professionals may need to participate in talks for collective bargaining and abide by labor agreements. Guidelines for these procedures are provided by labor legislation.

9. Privacy and Data Protection: Labor regulations may control how employee data, especially sensitive and personal data, is gathered and used. To preserve employee privacy, HR departments must adhere to data protection laws.



10.Protections for Whistleblowers: Some labor laws contain clauses that offer protection to workers who disclose unethical or unlawful conduct within their firms. Whistleblowers shouldn't face reprisal, thus HR managers need to make sure of that.

11.Employee Rights: Employee rights, such as the right to a safe workplace and the right to fair treatment, are frequently outlined in labor laws. Employee rights should be made clear by HR specialists.

12.Reporting on conformity: The upkeep of records and the reporting of conformity with labor rules are under the purview of HR departments. This include maintaining records of employee contracts, payroll, and working hours in addition to delivering necessary reports to regulatory bodies.



We also learnt about the importance of CSR Activities along with some important laws apart from the specific sections mentioned above. They are as follows:

- **Factories Act, 1948**
- **Industrial Dispute Act, 1947**
- **Trade Union Act, 1926**
- **Payment of Wages Act, 1936**
- **Payment of Bonus Act, 1965**
- **Payment of Gratuity Act, 1972**
- **Contract Labour Act, 1970**
- **Minimum Wages Act, 1948**

So, in conclusion understanding the labor and employment laws helps HR managers to give an ethical structure to the workings of a company. It ensures a hospitable work environment that abides by the rules and ethics and fairly treats everyone. Without the controlling and managerial actions of HR professionals, the companies may not adhere to laws or maintain ethical behavior.