

Brief View on Labour Laws

The Constitution of India listed the legislative powers between Union Government and State Governments.

List I – Union List

List II – State List

List III – Concurrent List

Both the State Government and Union Government can make legislations on the items listed in the concurrent list.

The relevant items are :

- Trade unions; industrial and labour disputes.
- Social security and social insurance; employment and unemployment.
- Welfare of labour including conditions of work, provident funds, employers' liability, workmen's compensation, invalidity and old age pensions and maternity benefits.

Brief View on Labour Laws

In view of this, there will be Central Government Labour Legislation enforcement authority and State Government Labour Legislation enforcement authority separately.

Each of the legislation has defined who the appropriate government is.

The recent announcement of Rs. 10,000/- minimum wage by the Union Government will be applicable only to industrial establishments for whom the appropriate government is Union Government.

Hence not applicable to your organisations.