

REGISTRATION UNDER EMPLOYEES RELATED LAWS

About purpose, requirement of registration and No. of members for applicability of Labour laws-

Sr. No.	Names	Purpose	Registration	No. of members
1	Labour Welfare Fund Act (of respective States)	Carry out various activities conducive to the welfare of labour in the State.	As per Respective States Act.	
2	Shops & Commercial Establishment Act (of respective States)	Contain provisions relating to registration of an establishment, working hours, overtime, leave, privilege leave, notice pay, working conditions for women employees, etc.		
3	The Employee's Compensation Act, 1923	Provide financial protection to workmen and their dependents.	By default	Exclude ESI registered establishments.
4	Trade Unions Act, 1926	Provide for the registration of Trade Unions in India and the protection of the same.	Not Compulsory	Min. 7 Employees / workers can form Trade Union.
5	Payment of Wages Act, 1936	Regulate the payment of wages to certain classes of employed persons.	By default	
6	Weekly Holiday Act, 1942	Grant of weekly holidays to persons employed in shops, restaurants and theatres.	By default	
7	Industrial Employment (Standing Orders) Act, 1946	Bring uniform terms and conditions of service in various industrial establishments.	Compulsory	> 100.
8	Industrial Disputes Act, 1947	Resolve any differences of opinion between Employer & Workmen or Workmen & Workmen.	By default	
9	Minimum Wages Act, 1948	Provides for fixing of minimum rates of wages in certain employments.	By default	
10	Employees' State Insurance Act, 1948	Providing certain benefits to employees & their dependents in case of sickness, maternity and employment injury.	Compulsory	> 10 & withdrawing remuneration of < Rs.10,000.
11	Factories Act, 1948	Health, safety, welfare and service conditions of workmen working in factories.	Compulsory	> 10 working with aid of Power or > 20 working without aid of Power.
12	The Plantation labour Act, 1951	Provide for the welfare of labour and to regulate the conditions of workers in plantations.	By default	
13	The Mines Act, 1952	Secure safety and health and welfare of workers working in the mines.	By default	> 18 Years of Age.
14	Employees Provident Fund & Miscellaneous Provisions Act, 1952	Institution of provident funds, pension funds, and deposit-linked insurance funds.	Compulsory	> 20 & drawing remuneration of > Rs.15,000. Even if no. of employees fall below 20 still Act will be applicable once registered.
15	Maternity Benefit Act, 1961	Employment of women in certain establishments for a certain period before and after childbirth and	By default	> 10 employees (irrespective of Gender) & not apply to establishments covered

		provides for maternity benefits and certain other benefits including maternity leave, wages, bonus, nursing breaks, etc.		under ESI for maternity benefits.
16	Payment of Bonus Act, 1965	Payment of bonus to persons employed in certain establishments in India either on the basis of profits or on the basis of production or productivity.	Compulsory	> 20 & withdrawing remuneration of < Rs.10,000 & worked for 30d in a month.
17	Contract Labour (Regulation & Abolition) Act, 1970	Prohibit the employment of contract labour; and regulate the working conditions of the contract labour.	Compulsory	> 20 Contract Labours.
18	Payment of Gratuity Act, 1972	Payment of "gratuity", a reward for long service, as a statutory retiral benefit.	Compulsory	> 10 & Employees who complete service of 5 years or more.
19	Equal Remuneration Act, 1976	Payment of equal remuneration to men and women workers for the same work and prevents discrimination.	By default	
20	Bonded Labour System (Abolition) Act, 1976	Abolition of the bonded labour system with a view to prevent the economic and physical exploitation of the weaker sections.	By default	
21	Inter-State Migrant Workmen (Regulation of Employment & condition of service) Act, 1979	Provide for the conditions of service and for matters connected therewith.	Compulsory	> 5 Inter State Migrant Employees / Workmen.
22	Child Labour (Prohibition & Regulation) Act, 1986	Secure labour protection to children.	By default	
23	Building & Other construction Workers (Regulation of employment & condition of service) Act, 1996	Regulate matters related to their safety, health & welfare & any other matters incidental thereto.	By default	
24	Sexual Harassment at Work Place (Prohibition, Prevention, Redressal) Act, 2013		Compulsory	> 10.

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