

National Legal Regulations

The national legal requirements are applicable particularly with respect to:

- Working time
- Compensation
- Social security contributions
- Minimum age of employees / child labour
- Ban on forced labour
- Disciplinary measures
- Freedom of association and collective bargaining
- Ban of discrimination practices
- Working conditions
- Health and safety
- Environmental issues
- Legal requirements for accommodation of employees (dormitories)

Important laws and acts to consider are:

- Factories Act 1948 (Including amendments in 2016)
- Apprentice Act
- Material Benefits Act
- Bonded Labour System (Abolition) Act
- Equal Remuneration Act
- The Mines and Minerals (Development and Regulation) Amendment Bill, 2016
- Industrial Disputes Act 1947

- The Industrial Employment (Standing Orders) Act, 1946 (with amendment in 2006)
- The Weekly Holidays Act, 1942
- Minimum Wages Act
- Payment of Wages Act
- Employees Provident Fund Act
- Employees State Insurance Act
- The Environment (Protection) Act, 1986 (including the Environment (Protection) (Fifth Amendment) Rules, 2014, 2016 & 2017)
- Trade Union Act 1926 (including Trade Unions (Amendment) Act, 2001)
- The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Amendment Act 2016
- The Plantations Labour Act 1951 (including Plantations Labour (Amendment) Act, 2010)
- The Right of Children to Free and Compulsory Education Act, 2009 (Right to Education Act 2009)
- The Juvenile Justice (Care and Protection of Children) Act, 2015
- The Commissions for Protection of Child Rights Act, 2005
- The Wildlife (Protection) Act, 1972 (with amendment in 2006)
- The Ancient Monuments and Archaeological Sites and Remains Act, 1958

