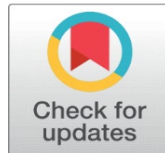
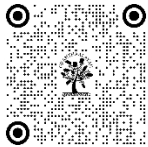


THE ASSESSING OF COMPLIANCE WITH ESSENTIAL LABOUR LAWS IN INDIA'S IT SECTOR: INSIGHTS FROM HR COMPLIANCE EXECUTIVES

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ABSTRACT

This paper is a discussion of selected Indian labour legislations and their relevance to the Information Technology (IT) industry. Discussing the laws which include the Indian Employment of Standing Orders Act, 1946, Indian Factories Act, 1948, Indian Dock Labour Act, 1934, Employment and Workers' Compensation Act 1981, Equal Remuneration Act, 1976, Trade Unions Act 2001, The Apprentice Act 1961 (amended in 2014), this paper establishes how these statutes manage wages and employment relations. Focusing specifically on the IT sector, the significance of these laws in achieving fair labour practices, promoting integrity, protecting employees from unfair employment practices, and maintaining an ethical, compliant, and skilled IT human capital for the country's development is highlighted.

Keywords: Information Technology Industry, Labour laws, Compliance, Labour laws act, Legislations, IT sector HR, HR Compliance, HR executives

1. INTRODUCTION

1.1. BACKGROUND

India's IT sector, primarily one of the global leaders, turned the fate of the nation and brought immense employment and revenues. Nevertheless, this dynamic industry works in a rather complicated legal and regulatory context, and compliance with the basic labour laws constitutes both legal and ethical necessity. Stepped regulations protecting the workers' rights, fair wages and safety provisions are supported by social justice and economic justice legislation in India (Satpathy, Estupiñan & Malick, 2020). Still, these protections do not make any difference as the IT industry has its own issues: high turnover, the prevalence of contractual relations, increasing number of remote and hybrid working models. With the government at present in the process of integrating different labour laws into simple codes through policies like the Code on Wages and the Occupational Safety, Health, and Working Conditions Code, a need has arisen for better compliance mechanisms. Such changes are intended to harmonise the legal regulation of work with modern workplaces (Schulte et al., 2022). However, keeping organisational adherence necessitates constant monitoring and, hence, active management from the side of the HR compliance executives who are responsible for the evaluation and adoption of these

legal requirements by the organisations. Current research on labour law compliance in the Indian IT sector elucidates that HR compliance executives are responsible for conducting audits of organisational adherence to legal provisions with regard to the employees. Not only does compliance avoid all legal issues but also fosters a culture of diversity, equality and care for its employees based on India's shifting labour market conditions (Latilo et al., 2024). For administering the welfare measures for the employees, and for automated usage of tools for monitoring compliance with legal provisions, HRs have a key role to play.

2. RATIONALE AND SIGNIFICANCE

The Indian IT sector which has evolved significantly and has been contributing to the growth of the Indian economy, exists within a composite legal framework. Industrial laws of India provide employment rights to workers, prevent unfair practices against them and safeguard their interest in the workplace. Nevertheless, compliance with these fundamental laws is challenging because of new work arrangements, high staff turnover, and lack of clarity in most legislation. A compliance perspective from the lens of HRM is, therefore, imperative for legal credibility and parameter satisfaction in the sector. In this regard, this research holds significance since it deals with the issue of legal compliance in the Indian IT sector, which is grappling with legal compliance issues occasioned by emerging work relations. The research aims to act in support of advancing the current knowledge of the Indian Labor Act with a special focus on the IT industry, offering concise overviews of the regulations. In this way, they contribute to enhancing compliance and the efficiency of the policy work done inside the organisation.

3. AIM AND OBJECTIVES OF RESEARCH PAPERS

1) Aim

The research aims to examine the labour laws of India and their impact on promoting fair practices, compliance, and inclusivity within the IT sector.

3.1. OBJECTIVES

The objectives of the research are-

- To decipher and analyse the pivotal provisions of the Indian labour laws applicable in the IT in terms of inconsistencies in enforcement
- To assess difficulties of the IT firms in interpreting and enforcing these labour laws and justify the need for more comprehensive compliance frameworks
- To investigate external regulatory oversight and internal HR compliance frameworks that influence adherence to Indian labour laws in the IT sector

4. SUMMARY OF ACTS THAT APPLY TO THE IT INDUSTRY IN INDIA

4.1. THE INDIAN EMPLOYMENT (STANDING ORDERS) ACT, 1946

This act was passed during the British rule in 1946 after a big struggle between Indian workers or labour, and British industrialists. This act applies to all types of industry whether they are government, semi-government, or private. The primary aim of this act is to standardise employment conditions in industrial firms and, thus, to ensure equal opportunities and working conditions for all employees (Sood & Nath, 2020). This act is commonly referred to as the central act, although in central circumstances, the state government may grant exceptions to specific industries if deemed necessary. This act requires that the employer describe the employment relationship by setting, notifying, and communicating essential terms of the relationship including hours of work, leave provisions, procedures for dismissal and classifications of employees (Sood & Nath, 2020). This act obliged employers to transparently define and publish key employment terms such as labour categories, leave, termination, and legal actions upon cases of misconduct. This act deals with day-to-day executive or operational activity happening in the organisation such as recruitment, any new changes in the organisation, notification of new rules and regulations, and new changes and decisions given by the management that come under this act. Though mostly irrelevant in case of white-collar jobs, this act requires IT

companies to clearly declare employment policies and conditions to reduce employer and IT professional, especially for contractual staff, business process outsourcing (BPO) staff, and knowledge processing outsourcing (KPO) staff. This act requires IT companies to clearly declare employment policies and conditions to reduce employer and IT professional misunderstanding in a growing field.

4.2. THE PAYMENT OF WAGES ACT, 1936

This statute was implemented by the state government, in India, every state has its rules and regulations for the act. The purpose of this act is that there will be no discrimination regarding the payment of wages based on caste, race, religion, gender and so on (Dhanavel & Praveenkumar, 2024). Both genders must receive equal pay for equal work. The main purpose of the act is to avoid unauthorised deduction and no payment or delay in payment of wages due to any cause. It also covers employees below a certain salary threshold (1NR24,000 as of 2017 amendments). The Payment of Wages Act requires employers to guarantee ready, complete, and proper payment of wages to workers and does not allow other deductions apart from those prescribed under the Act (Dhanavel & Praveenkumar, 2024). It also sets the regulation where wages should be paid by the 7th of every month for businesses with fewer employees, and by the 10th for large businesses so as not to put working employees under undue hardship (Dhanavel & Praveenkumar, 2024). It also provided sections concerning penalties for delayed payments to ensure that wages are managed systematically and ethically. IT-wise, this act promises clarity in wage provision, especially for outsourcing firms and tech startups. It marks fair time-bound wages for technologists up to the highest IT calibre in an organisation.

4.3. THE MINIMUM WAGES ACT, 1948

This legislation has some rules and regulations that vary by state-to-state government, this act ensures the worker is provided with the minimum payment amount, who is working for the company. This act tries to minimise the risk of exploitation of the employees in any establishment. As per this act, the minimum wages to be given to employees are specified and periodically adjusted by the central government. In Maharashtra, there is also a state-level act applicable. That Act is known as "Maharashtra Workmen's Minimum House Rent Allowance Act, 1983" (GOV Maharashtra, 2024). This act helps to provide the minimum amount of house rent allowance to all permanent employees. Their standard rate is Rs 20 or Rs 5 cent of total wages. This act is applicable to all industries including the IT sector (GOV Maharashtra, 2024). As well as setting minimum wages in employment this act also allows for reconsideration of the wages from time to time in regard to the current inflation rates. Employers are under a legal duty to remunerate employees adequately to cover the current costs of goods and services (Khurana, Mahajan & Sen, 2023). Also, it requires industries that the government categorises as 'scheduled employments' to afford workers such wages and preventive measures against wage erosion declared through the Statutory Instrument. In the Indian IT sector, this act is primary relevant for contract staff (e.g., maintenance, security), as the core personnel are paid more than the minimum wage threshold.

4.4. THE PAYMENT OF BONUS ACT, 1965

The act applies to all factories, establishments, and IT industries that employ twenty or more workers. It mandates a minimum bonus of 8.333% to a maximum of 0% of monthly wages (CLC IN, 2024). There is a standard salary threshold set for eligibility at R3500 per month with the bonus calculated as if the wages were Rs 3500 per month providing that the bonus due to workers earning wages or salaries does not exceed RS 20000 per month. The central government holds authority over industries or establishments falling under the Industrial Dispute Act of 1947 which it says is the appropriate governing body (CLC IN, 2024). In addition to the aggregate bonus percentage, this act also allows for the playing host to other sorts of bonuses to employees who have gone over the norm, thereby offering employers the ability to reward production (GOV.in, 2024). It compels the act of auditing bonuses that have been paid at least once per year and gives employees tools to seek legal redress if they believe they were unfairly denied a bonus. Adherence to this act fosters staff motivation and fair distribution of financial incentives to each qualified employee. This act also is primarily applicable to personnel in administrative positions.

4.5. THE PAYMENT OF GRATUITY ACT, 1972

According to this act employee, only one in his career is eligible to avail of these benefits, only their departure from the job due to resignation, retirement, superannuation, death, or disability that renders them incapable of continuing. The law oversees the gratuity payment for every employee and worker with a tenure of at least 5 years (CLC, 2024). Otherwise in the circumstance of demise, permanent or temporary disability in such a condition it is vital rule that the person must have completed at least or more than 5 years in the same establishment. This act also offers gratuity for temporary employees but under certain circumstances and also requires that those who delay gratuity should compensate by paying the recipients of gratuity an interest on the money (CLC, 2024). Employees receive pension and life insurance if any of them is disabled or deceased the dependents get pension if the tenure is served monitoring the financial safety net provision for the workers and their dependents in case of any such mishap. HR compliance with this act is pivotal in the IT, as it primarily concerns employees that are serving for long-term.

4.6. THE MATERNITY BENEFIT ACT, 1961

The Maternity Benefit Act of 1961 was enacted with the primary aim of ensuring that female employees are not compelled to work during pregnancy or while expecting a baby. This legislation guarantees maternity leave for months to women and the government ensures that no industry or establishment discriminates based on gender. Under this act which was amended in 2017, crèche facilities have to be provided at workplaces where there are more than 50 employees to enable mothers to get back to work after childbirth (Gethe & Pandey, 2023). The act also bars the employer from terminating a woman's employment while she is on maternity leave thus promoting employment equity for the female sex. This provision is useful for insistence with women in the workplace. This act received greater spotlight in the IT since improving female participation in the tech sector has become a strategic imperative for reputed companies, especially the multinational corporations (MNCs).

4.7. THE SEXUAL HARASSMENT OF FEMALE/WOMEN (PROHIBITION, PREVENTION AND REDRESSED) ACT, 2013

The act was developed in response to directions from the super court in the landmark judgement of Vysakh vs the state of Rajasthan. The court instructed the executive to legislate and act to address the issues of sexual harassment faced by women in the workplace. This act requires establishments with more than 10 employees to establish the Internal Complaints Committees (ICCs) (ICC, 2024). Such committees are tasked with solving disputes within a given period as well as protecting women from harassment and providing secure working conditions. Yearly reports of ICCs are required, to enhance public reporting and compliance in addressing workplace harassment. To ensure that women are well protected against abuses by the powerful IT firms, it is pivotal for HR compliance, as the firms often set up Internal Complaints Committees hence protecting women in what has been largely a man's domain in order to support women working in these IT firms.

4.8. THE BOMBAY SHOP AND ESTABLISHMENT ACT, 1948

This act is known as the soul act for the Information Technology industry and other service industries. This law deals with consolidating conditions of law relating to the compulsion of nature of work and occupation in all shops, commercial firms, Restaurants, Amusement Park, eating houses, all types of hotels, commercial establishments & all types of Services businesses This act is a state-level act so their policies guidelines vary one state to another state. Employers under this act also have the duty of providing health and safety measures for example frequent airing, washing and having appropriate toilets and washing facilities (GOV Maharashtra, 2024). These criteria are met by compliance officers and hence benefit employees of various organisations by providing welfare and safety. This act also provides for leave regulations, weekly offs and overtime allowances for the proper balance of work and life at the workplace in Maharashtra. In Maharashtra, it is a fundamental regulatory framework that helps IT firms in offering clean/aspiring working conditions, thereby work-life arrangements that are key to stressed IT positions.

4.9. THE WHISTLEBLOWER PROTECTION ACT, 2014

This act is also applicable to all types of industries and the IT industry as well. The Whistleblower Protection Act, of 2014 came into force to help disclose unethical practices in the respective organisational competent authority. In short, this act deals with bribery or deliberate misuse of power, position, or anyone, and criminal offences by a public servant were opened under this act. This act protects whistleblowers, people who report incidences of the following; ethical wrongs, fraud and corruption in an organisation. Employees are given protection, whistleblowers get anonymity and employers cannot persecute the whistleblowers (Mehrotra et al., 2020). The act is useful in maintaining workplace integrity since it helps employees report any wrongdoing at the workplace without being penalised. Anyone in the IT sector is allowed under this act to give out information regarding unethical practices in their workplace, which is very important given the nature of the sector, which is very sensitive to data malpractices. The reputed IT firms in India often attempt to formulate their exclusive whistleblower policies to ensure ready reportage of the kinds of wrongdoing mentioned above.

5. INDUSTRIAL DISPUTE ACT, 1947

In this act almost factory, the manufacturing company lies but one of the most prominent parts to apply to other industries as well as the IT industry. Why does this act apply to the IT industry? Because of both Adjudication authority and different kinds of dispute settlement, missionaries explained that this act is applicable to the IT industry too. The Industrial Disputes Act does not only offer structures for the settlement of disputes but also embraces the practice of holding tripartite negotiations between employers, employees and government to avoid aggression (Bhuta, 2022). It outlines the procedural measures for strikes and lockout so as to formal regulations are justifiable, fair, organisational stable and workers' rights. So, there is some procedure to appeal to the labour court and industrial court for the IT industry and the rest. So, this act is equally important and applicable to the IT Industry. However, inconsistencies in application of this law are traced in the Indian sector, essentially because they have not been able to resolve to dispute regarding the categorisation of IT employees (i.e., whether white-collar employees can be considered 'workmen').

5.1. APPRENTICE ACT, 1961 (AMENDMENT 2014)

Apprentice Act 1961 amendment of 2014 –all non-technical educated also come under this act after this amendment IT companies start hiring the apprentice in the industry. However, organisations need to register for the Apprentice Program first and follow all guidelines regarding timing, trending tenure, workplace safety, leave policy, and stipend according to the Apprentice Act 2014 (Goswami & Paul, 2021). This is known as the central act. MHRD ministry has provided an online portal for registration for organisations and apprentices as well. And latest amendments and current updates are also available on that. The act passed with the amendment in 2014 encourages companies to take apprentices by providing them with stipends and tax credits for a registered program (Goswami & Paul, 2021). The act is now also effectively making IT companies invest in nurturing young talent and build a robust talent pool through imparting hands-on experience in line with national skill development objectives as envisaged in 2024. IT firms are able to recruit apprentices through this act and therefore inculcate a talent pool of trained personnel in line with the national policies for the growth of skill in the technological sector. Since skill shortage in IT is one of the capital labour market challenges in contemporary times, HR compliance with this law in the IT firms is also pivotal.

5.2. SIGNIFICANCE OF THE LAWS IN THE INDIAN IT SECTOR

In the context of its IT industry, the flexibility of labour laws can be seen as useful in creating balanced, objective and systematic employment arrangements. According to the Employment of Standing Order Act 1946 of India, successful IT businesses must clearly come out with fair policies for employment, this ensures that there is less confusion on the side of the employees (Sood & Nath, 2020). The Payment of Wages Act (1936) and Minimum Wages Act (1948) guarantee timely and a reasonable wage for workers who are helpful in a field where the pay structure is dissimilar (Dhanavel & Praveenkumar, 2024). Regarding the employees, the Payment of Bonus Act (1965) pays bonuses to the employees which increase productivity and the Payment of Gratuity Act (1972) provides monetary benefits to the employees who completed the specified number of years in an organisation. Inequality between genders is also reduced by the Maternity

Benefit Act of 1961 and the Sexual Harassment of Women at Workplace Act of 2013 which protects women from maternity leave and against sexual harassment in the workplace (Gethe & Pandey, 2023; ICC, 2024). Bombay Shops & Establishment Act of 1948 provides conditions for safe and balanced work relationships, and Workplace protection through Whistleblowers Act for ethical reporting enacted in 2014 (Mehrotra et al., 2020). It contains provisions for dispute management through the Industrial Disputes Act of 1947 and the Apprentices Act of 1961/2014 is significant to enhance human skills in the direction of the country's development or growth mission (Goswami & Paul, 2021). Combined, these laws form an orderly, integrated, and sustainable IT sector for everyone. Discussion

5.3. SIGNIFICANT LABOUR LAWS APPLICABLE TO THE IT INDUSTRY

Indian labour laws are a broad set of policies that comprises wages, working conditions & accompanying safety measures, and welfare. As per NCIB (2024) main governmental laws affecting IT business are the Industrial Disputes Act, the Minimum Wages Act, the Employees' Provident Funds and Miscellaneous Provisions Act, Payment of Bonus Act. Recent labour reform measures include the enactment of the Code of Wages, the Code on Social Security, the Industrial Relation Code, as well as the Occupational Safety, Health and Working Condition Code (GOV India, 2024). These reforms aim to harmonise and modernise labour laws to fit today's working world including tele and hybrid working models.

They all play a particular role in promoting equal treatment and non-discrimination, equal remunerations for equal work, and protection of workers which are crucial when hiring talents in an employment field that deals with Information technology. For instance, the Indian Employment of Standing Order Act, of 1946 lays down principles regarding employment terms, which is essential in technology jobs because change in duties often occurs rapidly (Sood & Nath, 2020). In the same way, the Payment of Wages Act, of 1936 and Minimum Wages Act, of 1948 take care of timely and fair wages that are a safeguard of reasonable standard of living of the employed IT employees.

In addition, in contemporary years, new legal provisions have been made to secure women's rights in the workplace, such as the Sexual Harassment of Women at Workplace Act, of 2013 and the Maternity Benefit Act, of 1961 which focus on workplace that play an important role to maintain the diversity in IT (Gethe & Pandey, 2023). The Whistleblower Protection Act, of 2014 also gives importance to ethical standards and reporting wrongdoing in the workplace. In adopting these regulations, the IT sector not only meets the compliance requirement but also has the benefit of proposing a good brand image to its clients as well as improving the morale of its employees. All these laws help in ensuring a structure and fairness that accord with global standards hence establishing an industry reputation that will protect the employees within investment while at the same time promoting their productivity.

5.4. HR COMPLIANCE RISKS IN THE IT INDUSTRY

The following labour legislation is often difficult to apply because of peculiar working conditions, various forms of employment relationships existing within the IT industry, and technological changes. One of the problems encompasses work hours and overtime rules. Some jobs in the IT industry may demand working under pressure including working for many hours at night because some clients exist in different time zones (Agarwal Sharma & Ramanan, 2021). One more challenge for HR compliance executives is that properly compensating employees according to the Minimum Wages Act and controlling productivity rates is sometimes possible. Besides, social security provisions compliance is an issue enhanced by contract and gig workers' increased presence in IT. The statutory requirement of the Employees' Provident Fund (EPF) and the Employees' State Insurance (ESI) becomes challenging to address for all contractual or remote employees and increases compliance issues (EPFI, 2024). However, one of the major challenges that still persists is how best to guarantee the welfare benefits of such loosely employed personnel.

Furthermore, technological enhancement in the field of Information Technology escalates the pressure in this compliance area at a faster rate. Technology is soon becoming a part of job descriptions, sometimes even altering the human resource practices or recruitment procedures and, therefore, causes uncertainty regarding relevant legislation and entitlements. The Employment of Standing Order Act, of 1946 order legalises employment terms where communication is crucial but as it is evident, IT jobs are ever changing and therefore maintaining policies, particularly for freelancers and project-based workers is challenging (CLC IN, 2024). Likewise, compliance with the Sexual Harassment of Women at Workplace Act, of 2013, remains challenging in remote or hybrid workplaces because proper conduct enforcement and misconduct potential prevention become nearly impossible without in-person oversight.

There is also a challenge in compliance with the Apprentices Act since organisations like IT firms are increasingly engaging more apprentices and even virtual trainees. Remote work means that it is difficult to ensure that apprentices have received the requisite safety training and work environment protocol (Duc & Lamamra, 2022). Due to this, the role of HR compliance executives presents significant legal and operational threats where compliance for flexibility for IT personnel and rigid adherence to labour laws requires more creative compliance solutions and updates.

5.5. HR COMPLIANCE EXECUTIVES' ROLE IN PROMOTING ADHERENCE

An HR compliance executive is responsible for evaluating and even enforcing compliance with these laws. Among them, one should include performing a routine compliance audit for compliance level assessment and determination of compliance weaknesses (Latilo et al., 2024). These sources include payroll auditing, auditing employment contracts, auditing administration of employees' benefits, and auditing of safety measures. They achieve this since they keep proper records to ensure that any wrongdoings are corrected before legal consequences and penalties are incurred. In addition to that, it will be the responsibility of the HR compliance executives to ensure they are up to date with any existing or emerging regulations and pass this information to the management and employees (Efunniyi et al., 2024). For example, with the help of the Labour Codes, IT companies' HR teams are already preparing their employees for these changes in existing policies, including the change in the definition of working hours and improvements to the social security system. The compliance executive is also responsible for the development of employee compliance training programs aimed at understanding employee's rights and obligations as provided by these laws. As noted above, misclassifying workers as 'independent contractors' can be a key risk, which can create impediments in complying with relevant labour laws.

In the same way, the HR compliance executives, in most organisations, contribute to designing solutions to avoid the emergence of compliance issues. It involves working enhanced tools for surveillance of compliance with labour standards, especially within a highly tech-based sector where there is huge data regarding employees to be tracked fully, and where nuggets of non-compliance can be detected easily using technology. Further, they work with other departments in formulating and developing policies that are also flexible in view of the legal provisions and in relation to IT requirements, including flexibility in working hours and/or teleworking (Latilo et al., 2024). Updating Employment contracts and job specifications also becomes important when responding to technological developments and changes in roles. Through data analysis, HR compliance executives can forecast compliance risks related to changes in the industry so that the management can make appropriate changes based on the labour laws. Moreover, they consult with lawyers to understand the intricate rules of various legislation processes so that all programs and activities do not violate any employment laws as well as defend the rights of employees while reducing organisational risks.

6. TECHNOLOGY AS A COMPLIANCE TOOL

As is quite apparent, in today's IT industry, technology is actually a key weapon when it comes to issues of compliance. These are electronic tools such as Human Resource Information System (HRIS) through which the HR compliance executives monitor and record the amount of wages, attendance and other qualifying criteria to assess compliance with regulations on wages and working hours (Valcik Sabharwal & Benavides, 2021). A few organisations even implement artificial intelligence and analytics to predict compliance risks and then manage them effectively. When regular compliance tasks with relative ease can be adopted by savvy technology, the HR teams can free up more time to handle training and advisory on compliance issues.

The application of technology in a company means that repetitive processes such as payroll, and the tracking of leave entitlements can be made automatically thereby minimising errors when it comes to compliance. Application of Advanced Analytics and Machine learning can experience employee data to detect patterns of non-compliance early enough by the compliance teams in the human resource department (Puri, 2024). For example, such software can identify violations of overtime in order to comply with working hour regulation requirements, and conversational artificial intelligence can offer immediate compliance support to employees, along with proposing questions regarding policies and rights. Further, use cases of blockchain in organisations include the use of blockchain to safeguard and authenticate employment agreements and records of compliance since it provides for the immutability of the data. The importance of technology therefore can be seen in the way that it promotes operational effectiveness while at the same time improving the soundness and compliance of Technology Sector compliance processes.

A legal compliance audit of core labour standards in India's IT industry is therefore crucial for ensuring the promotion of fair, safe and legal working conditions. Due to their specialised knowledge of labour laws and commitment to the fight against corruption, compliances and HR compliance executives are vital for companies in meeting legal demands. Despite such key issues as teleworking and transformation of the labour market, it is possible to have strong compliance management, also through a constant audit, training of personnel, and implementation of technologies (Pizzoferrato, 2023). The indicators also show that along with a legal approach to protecting companies' interests in compliance with Indian legislation, the IT industry can enhance the well-being and productivity of employees.

7. CONCLUSION

As per the title of this research paper, I have summarised all applicable acts for the Information Technology Industry. There are almost all acts applied to this sector but as this industry's nature of work is to provide various kinds of IT services, we can say The Bombay Shop and Establishment Act, 1948 is the main act on which this industry functions. Hence the Bombay Shop and Establishment Act 1948 is the sole act of the IT Industry. There is no discrimination of justice dispute settlement, dispute handling, discrimination of pay, or leaves found while studying this act. All the above acts including their subsection apply to the IT industry too. The declaration-author declares that they have no conflict of interest.

In conclusion, it may be said that labour laws are the cornerstone of the fair and non-violation of the IT industry environment. These laws apply to various areas including employment-protection laws that focus on wage security and employment equity to specialised laws such as workplace safety laws and gender equity laws. Laws such as the Employment of Standing Orders Act, Payment of Wages Act, Minimum Wages Act, and Maternity Benefit Act must be in place to protect the rights of workers and advocate for the fair treatment of employees. Similarly, subsequent reforms, for instance, the Whistleblower Protection Act point to the growth of the principle of transparency and ethical practice. Also, these legal provisions do not only safeguard the workforce but the sector is also regulated on diversity and ethical job requirements as well as on inclusiveness. Concerning the IT industry, the laws can be helpful in ensuring steady and fair services provided by employers and employees' security and confidence are prioritised. Lastly, compliance with these labour laws not only complies with the set legal requirements by the government but also supports the development of a strong base for the IT sector, and can grow in the competitive global environment.

CONFLICT OF INTERESTS

None.

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