

# Labor Laws & Industrial Relations Glossary

#	Term	Hindi Translation	Explanation (English & Hindi)	Practical Example
1	<b>Minimum Wages</b>	न्यूनतम मजदूरी	The lowest salary an employer must legally pay. (कानूनी रूप से दी जाने वाली सबसे कम मजदूरी।)	If the government sets the daily rate at ₹500, a factory cannot pay a worker ₹400.
2	<b>Gratuity</b>	उपदान / ग्रेच्युटी	A reward paid by employer for long service (5+ years). (लगातार 5 साल काम करने पर कंपनी द्वारा दिया जाने वाला इनाम।)	An employee resigning after 6 years of continuous service receives a lump-sum payment as a "thank you" for their loyalty.
3	<b>Provident Fund (PF)</b>	भविष्य निधि	A savings scheme for retirement. (रिटायरमेंट के लिए कर्मचारी और कंपनी का साझा बचत निवेश।)	Every month, 12% is deducted from your salary and matched by your boss; you get the total amount when you retire.
4	<b>Employee State Insurance (ESI)</b>	कर्मचारी राज्य बीमा	Medical and cash benefits for workers. (कर्मचारियों के लिए स्वास्थ्य बीमा और इलाज की सुविधा।)	A worker who falls ill can get free treatment and medicines at an ESI dispensary or hospital.
5	<b>Bonus</b>	बोनस	A share in the company's profit given to workers. (कंपनी के मुनाफे के में से कर्मचारियों को दिया जाने वाला हिस्सा।)	During Diwali, a company gives workers an extra month's pay because the business did well that year.



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6	<b>Retrenchment</b>	छंटनी	Terminating employees to reduce staff. (कर्मचारियों की संख्या कम करने के लिए उन्हें नौकरी से निकालना।)	A company closes its marketing department and lets go of 50 staff members to save costs.
7	<b>Lay-off</b>	कामबंदी	Temporary inability of employer to give work. (मालिक द्वारा काम देने में अस्थायी असमर्थता।)	A textile mill stops work for 10 days because there is a sudden shortage of raw cotton or a power failure.
8	<b>Lock-out</b>	तालाबंदी	Employer closing the workplace to force workers. (मालिक द्वारा काम की जगह को बंद करना ताकि मजदूर शर्तें मानें।)	A factory owner chains the gates and stops production to force workers to drop their demand for a 20% raise.
9	<b>Strike</b>	हड़ताल	Workers stopping work to demand their rights. (अपनी मांगों मनवाने के लिए मजदूरों द्वारा काम बंद करना।)	All bus drivers refuse to drive until the transport company provides better safety equipment.
10	<b>Trade Union</b>	श्रमिक संघ	An association of workers to protect their interests. (मजदूरों का संगठन जो उनके अधिकारों की रक्षा करता है।)	A group of 200 factory workers forms a registered union to fight for cleaner drinking water and toilets.
11	<b>Collective Bargaining</b>	सामूहिक सौदेबाजी	Negotiation between union and management. (मजदूर संघ और मालिक के बीच शर्तों को लेकर बातचीत।)	Union leaders meet with the CEO to discuss and agree on the new salary structure for the next three years.
12	<b>Industrial Dispute</b>	औद्योगिक विवाद	Any disagreement between employer and workers. (मालिक और कर्मचारियों के बीच किसी बात पर होने वाला झगड़ा।)	A conflict arises when a manager refuses to pay the overtime hours promised to a group of technicians.
13	<b>Contract Labor</b>	ठेका श्रमिक	Workers hired through a third-party contractor. (किसी ठेकेदार के माध्यम से काम पर रखे गए मजदूर।)	A software company hires security guards through an outside agency rather than hiring them directly.



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14	<b>Fixed-Term Employment</b>	निश्चित अवधि रोजगार	Working for a specific time period under a contract. (एक तय समय सीमा के लिए अनुबंध पर आधारित नौकरी।)	A worker is hired specifically for a 6-month project to help build a new bridge.
15	<b>Standing Orders</b>	स्थायी आदेश	Rules governing conduct of workers in a factory. (कारखाने में कर्मचारियों के व्यवहार और काम से जुड़े नियम।)	The official rulebook that says "Employees must punch in by 9:00 AM or face a fine."
16	<b>Workmen's Comp.</b>	कर्मचारी मुआवजा	Money paid for injury or death during work. (काम के दौरान चोट लगने या मृत्यु होने पर मिलने वाला हर्जाना।)	A construction worker who breaks their leg on-site receives a cash payment to cover bills and lost wages.
17	<b>Maternity Benefit</b>	मातृत्व लाभ	Paid leave and benefits for pregnant employees. (गर्भवती महिला कर्मचारियों को मिलने वाली सवैतनिक छुट्टी।)	An office worker takes 26 weeks of paid leave to care for her newborn baby.
18	<b>Overtime (OT)</b>	ओवरटाइम	Working beyond standard working hours for extra pay. (तय समय से ज्यादा काम करने पर मिलने वाला अतिरिक्त पैसा।)	A clerk works 2 extra hours on Friday evening to finish reports and is paid double their hourly rate for that time.
19	<b>Adjudication</b>	न्यायनिर्णयन	Settlement of a dispute by a Labor Court. (लेबर कोर्ट द्वारा किसी विवाद का कानूनी निपटारा।)	After months of fighting, a judge in a Labor Court gives a final order on whether a worker was fired unfairly.
20	<b>Conciliation</b>	सुलह	Using a third party to resolve a dispute peacefully. (तीसरे पक्ष की मदद से विवाद को शांति से सुलझाने की प्रक्रिया।)	A government Labor Officer sits both the boss and the worker down to help them reach a compromise without a trial.
21	<b>Closure</b>	बंदी	Permanent closing of a business or factory. (किसी व्यापार या कारखाने को स्थायी रूप से बंद करना।)	A toy factory goes bankrupt and shuts down forever, ending all employment there.



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22	<b>Dismissal</b>	बर्खास्तगी	Removal from job as a punishment for misconduct. (गलत व्यवहार की सजा के तौर पर नौकरी से निकाल देना।)	An employee is fired immediately after being caught stealing expensive equipment from the warehouse.
23	<b>Misconduct</b>	दुराचार	Breaking company rules or bad behavior. (कंपनी के नियमों को तोड़ना या गलत व्यवहार करना।)	Being habitually late, sleeping on duty, or getting into a physical fight with a supervisor.
24	<b>Subsistence Allowance</b>	निर्वाह भत्ता	Payment made to a suspended worker during inquiry. (निलंबन के दौरान जांच पूरी होने तक मिलने वाला आधा वेतन।)	While a worker is suspended for 2 months during a theft investigation, the company pays them 50% of their salary for basic needs.
25	<b>Occupational Safety</b>	व्यावसायिक सुरक्षा	Safety measures at the workplace for health. (काम की जगह पर स्वास्थ्य और सुरक्षा के इंतजाम।)	Providing helmets, gloves, and fire extinguishers to workers in a chemical plant.
26	<b>Full and Final (F&amp;F)</b>	पूर्ण और अंतिम निपटान	Final settlement of dues when leaving a job. (नौकरी छोड़ते समय सभी बकाया पैसों का अंतिम हिसाब-किताब।)	On your last day, the HR gives you a cheque covering your last month's salary and any unused leaves.
27	<b>Gig Worker</b>	गिग वर्कर	Freelancers or workers on digital platforms. (डिजिटल प्लेटफॉर्म के माध्यम से काम करने वाले स्वतंत्र कर्मचारी।)	A delivery person who logs into an app only when they want to deliver food parcels.
28	<b>Platform Worker</b>	प्लेटफॉर्म वर्कर	Workers using online apps to find specific tasks. (ऑनलाइन एप्स के जरिए काम ढूंढने और करने वाले मजदूर।)	A driver who uses a ride-sharing app like Uber or Ola to find passengers.
29	<b>Inter-state Migrant</b>	अंतर्राज्यीय प्रवासी	Worker moving from one state to another for work. (काम के लिए एक राज्य से दूसरे राज्य जाने वाला मजदूर।)	A laborer from Bihar traveling to Punjab to work in the wheat fields during harvest season.



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30	<b>VDA</b>	परिवर्तनीय महंगाई भत्ता	Allowance that changes based on inflation. (महंगाई के आधार पर बदलने वाला भत्ता।)	When the price of oil and vegetables goes up, the government increases this allowance to help workers afford food.
31	<b>Sexual Harassment</b>	यौन उत्पीड़न	Unwelcome acts of a sexual nature at work (POSH). (काम की जगह पर किसी भी तरह का यौन दुर्व्यवहार।)	Sending inappropriate messages or making offensive comments about a colleague's appearance.
32	<b>Domestic Inquiry</b>	घरेलू जांच	Internal investigation by company into misconduct. (किसी आरोप पर कंपनी द्वारा की जाने वाली आंतरिक जांच।)	A three-person committee inside the office interviews witnesses to see if an employee really broke the rules.
33	<b>Unorganized Sector</b>	असंगठित क्षेत्र	Small units not covered by most labor laws. (छोटे व्यापार जहाँ मजदूरों को कानूनी सुरक्षा कम मिलती है।)	Street vendors, home-based tailors, or small roadside tea stalls.
34	<b>Worker</b>	श्रमिक	A person doing manual, skilled, or clerical work. (शारीरिक, कुशल या क्लर्क का काम करने वाला व्यक्ति।)	A carpenter, a data entry operator, or a machine operator in a workshop.
35	<b>Employer</b>	नियोक्ता	The person or entity that hires and pays workers. (वह व्यक्ति या संस्था जो काम देती है और वेतन बांटती है।)	The owner of a startup or a large corporation like Reliance or Tata.
36	<b>Labor Court</b>	श्रम न्यायालय	Specialized court for resolving labor disputes. (मजदूरों और मालिकों के झगड़ों को सुलझाने वाली अदालत।)	A place where a worker goes to sue their company for not paying their Gratuity.
37	<b>Arbitration</b>	मध्यस्थता	Resolving a dispute via an independent person. (बिना कोर्ट जाए किसी निष्पक्ष व्यक्ति से विवाद सुलझाना।)	Both sides agree to let a retired judge decide their dispute to avoid a long court case.



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38	<b>Notice Period</b>	नोटिस की अवधि	Time a worker must work after resigning/firing. (नौकरी छोड़ने या निकाले जाने के बाद काम करने का तय समय।)	Your contract says you must work for 30 days after telling the boss you are quitting.
39	<b>Show Cause Notice</b>	कारण बताओ नोटिस	Letter asking a worker why action shouldn't be taken. (पूछना कि अनुशासनहीनता पर आप पर कार्रवाई क्यों न की जाए।)	A letter saying: "Explain within 3 days why you were absent for a week without telling anyone."
40	<b>Take Home Salary</b>	घर ले जाने वाला वेतन	Net salary after all deductions (PF, ESI, Tax). (सभी कटौतियों के बाद हाथ में आने वाली वास्तविक तनखाह।)	If your Gross Salary is ₹25,000 but ₹3,000 is cut for PF and Tax, you take home ₹22,000.
41	<b>Social Security</b>	सामाजिक सुरक्षा	Benefits like PF, Pension, and Health Insurance. (बुढ़ापे और बीमारी के लिए मिलने वाली सरकारी सुरक्षा।)	The safety net that ensures a worker isn't penniless if they get injured or grow old.
42	<b>Factories Act</b>	कारखाना अधिनियम	Law ensuring health and safety inside factories. (कारखानों के अंदर स्वास्थ्य और सुरक्षा सुनिश्चित करने वाला कानून।)	The law that requires a factory to have proper ventilation and clean drinking water for workers.
43	<b>Child Labor</b>	बाल श्रम	Illegal employment of children below 14 years. (14 साल से कम उम्र के बच्चों से काम कराना।)	A 12-year-old boy working in a firecracker factory instead of going to school.
44	<b>Equal Remuneration</b>	समान पारिश्रमिक	Same pay for men and women for the same work. (एक जैसे काम के लिए स्त्री और पुरुष को समान वेतन देना।)	A male and female security guard doing the same shift must both be paid ₹15,000.
45	<b>Wages</b>	मजदूरी / वेतन	Payment for work, including basic pay and DA. (काम के बदले मिलने वाला पैसा।)	The total monthly payment you receive for completing your tasks as per your contract.



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46	<b>Hazardous Process</b>	खतरनाक प्रक्रिया	Work that can harm the health of workers. (वह काम जिससे मजदूरों के स्वास्थ्य को गंभीर खतरा हो।)	Working in a coal mine or handling poisonous chemicals in a lab.
47	<b>Working Hours</b>	काम के घंटे	Legal limit on how long a person can work daily. (एक दिन में काम करने की कानूनी समय सीमा।)	The rule that says a factory worker cannot be forced to work more than 9 hours in a single day.
48	<b>Apprentice</b>	प्रशिक्षु	A person learning a trade while working. (काम सीखते हुए ट्रेनिंग लेने वाला व्यक्ति।)	A young student working in a garage to learn car repair while receiving a small "stipend."
49	<b>Escalation</b>	वेतन वृद्धि / वृद्धि	Increase in wages or costs over time. (समय के साथ वेतन या खर्चों में होने वाली बढ़ोतरी।)	An annual 10% raise in your salary to keep up with the rising cost of living.
50	<b>Employee Deposit Insurance</b>	कर्मचारी जमा बीमा	Insurance link to PF for death benefit. (PF खाते से जुड़ी बीमा योजना जो मृत्यु के बाद परिवार को मिलती है।)	If a worker dies while in service, their family receives up to ₹7 Lakhs through the EDLI scheme linked to their PF.