

**A Dissertation  
On  
A Study on Legal Compliances in Industrial Units of Nalbari  
Industrial Estate**

**Submitted For the Partial Fulfilment of The Degree of Master of  
Commerce Under Gauhati University**



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## DECLARATION

I hereby declare that this dissertation entitled “**A Study on Legal Compliances in Industrial Units of Nalbari Industrial Estate**” embodies the result of my original work carried out under the supervision and guidance of Bibhuti Bhusan Das, *HoD, Department of Management, Nalbari Commerce College, Nalbari*, and submitted for the partial fulfillment of the requirement of M. COM. 3<sup>rd</sup> semester examination. To the best of my knowledge and belief, the findings in the project are based on the data collected and have not been extracted from any published work or journals except those specified in the Bibliography. I further declare that neither the dissertation as a whole nor any part of it has been submitted so far elsewhere for any research degree or diploma.

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## CERTIFICATE

This is to certify that Dipangkana Buzar Baruah, a student of M. COM. 3<sup>rd</sup> Semester, of Nalbari Commerce College, Nalbari has prepared his dissertation entitled **“A Study on Legal Compliances in Industrial Units of Nalbari Industrial Estate”** for the partial fulfillment of the requirement of Degree of M. Com. course under my guidance and supervision. This dissertation is the result of her sincere effort and no part of it has been submitted to any other Department University or Institution for any degree.

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## ACKNOWLEDGEMENT

I want to start by sincerely thanking my guide, Bibhuti Bhusan Das, HoD, Department of Management, Nalbari Commerce College, Nalbari, for all of his helpful advice and oversight during this entire project.

Once more, I would like to convey my sincere gratitude to all of the authors, editors, and publishers whose priceless books, journals, magazines, papers, and data I used to prepare for this work.

Additionally, I would like to thank Nalbari Commerce College and the Department of Commerce at Gauhati University for providing me with an opportunity to conduct a research study.

I sincerely regret any mistakes or omissions I made in putting together this report.

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# **SYNOPSIS**

## **Title of the project:**

“A Study on Legal Compliances in Industrial Units of Nalbari Industrial Estate”

## **Introduction and Objectives:**

There is often a lack of enforcement and monitoring of labour laws by regulatory authorities. Weak governance can hinder the effective implementation of labour regulations, allowing employers to continue exploiting workers' rights without facing any consequences. Moreover, the lack of awareness and knowledge among the workers regarding their legal rights leaves them vulnerable to exploitation and makes it challenging for them to hold their employers accountable for non-compliance.

The challenges relating to legal aspects, “Nalbari Industrial Estate,” located in the state of Assam, is no exception. This study aims to explore the challenges faced by industrial labour in terms of legal compliance in Nalbari Industrial Estate, such as unsafe working conditions, unfair wages, workers' safety, and how low compliance with legal rights affects their overall well-being.

## **Objectives of the Study:**

The study is conducted:

1. To analyze the legislation passed by the government of India to control the affairs of the Indian business houses
2. To make an overview of the special legal provisions of the Companies Act, 2013
3. To make a comparative analysis of the Companies Act of 2013 and 1956

**Methodology:**

The study was conducted to gather information on the problems of industrial labour regarding legal compliances. The nature of the study is descriptive and analytical. Information on the topic "Problems and Prospects of Industrial Labour: A Study of Legal Compliances in Industrial Units of Nalbari Industrial Estate" is gathered using both primary and secondary sources. The primary source of data was mostly gathered via surveying the Nalbari Industrial Estate.

**Major Finding:**

There was no association between Legal Compliance and the Level of Satisfaction

**Conclusion:**

Business laws aim to promote industrial peace and harmony, satisfy stakeholders like government and business houses, and target groups directly or indirectly involved in business, as outlined in a table. Business laws protect the rights of all stakeholders, including workers, management, and promoters. They consider strike rights, lock-out rights, wage fixation rights, and company registration rights, ensuring fair treatment for all stakeholders.

# **A Study on Legal Compliances in Industrial Units of Nalbari Industrial Estate**

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