

SSW 5009- INTRODUCTION TO LABOUR LEGISLATION

Course Objectives

- Understand the historical development of labour legislations
- Develop an understanding on the salient features of the laws for industrial workers such as Industrial Relations, Social Security, Employment exchange and trainees
- Acquire knowledge on welfare measures for labours
- Integration of the knowledge of Labour laws in General HRD Practice

Course Outline

Unit 1 Introduction to labour legislations

Labour legislations – meaning, principles and history of labour legislations in India
Labour in Indian Constitution, Labour administration in India

Unit 2 Regulation of employment and working conditions

Salient features/amendments of -

- Factories Act
- Shops & Establishment Act
- The Plantations Act
- Contract Labour (Abolition & Regulation) Act
- The Indian Mines Act
- The Motor Transport Act

Unit 3 Remuneration

Salient features/amendments of –

- The Minimum Wages Act
- Equal Remuneration Act
- Payment of Bonus Act

Unit 4 Social Security

Salient features/amendments of –

- Employees State Insurance Act
- Employees Provident Fund Act
- Maternity Benefit Act
- Payment of Gratuity Act

Unit 5 Employment and service conditions

Salient features/amendments of –

- Trade Unions Act
- The Industrial Disputes Act
- Industrial Employment (Standing Orders) Act

References

1. Dayal, R (1987) Text Book on Labour & Industrial Laws, Allahabad Law Agency, Allahabad.
2. Garg, K.C.; Sharma, Mukesh; Sareen, V.K. (2002) Commercial And Labour Laws, Kalyani publishers, Ludhiana.
3. Khandekar, D.G : Labour Legislations
4. Kumar H.L., Practical Guide to Contract Labour - Regulation & Abolition Act & Rules, Universal Law Publishing.
5. Kumar H.L., Practical Guide to Labour Management, Universal Law Publishing.
6. Malhotra, O.P: The law of Industrial Disputes
7. Malik, Labour Laws, Allahabad Law Agency, Allahabad.
8. Mathur .A.S (1968) Labour Policy and Industrial Relations in India, Ram Prasad, Agra.
9. Moorthy MV - Principles of Labour Welfare, Visakapatnam, Gupta Brothers.
10. Nair N G and Latha Nair. (2001) Human Resource Management, Sultan Chand & Sons Publication, New Delhi
11. Reshma Arora, Labour Law, Himalaya Publication House
12. Sarma A M Aspects of Labour Welfare and Social Security, Himalayan Book House, Bombay. 1990.
13. Saxena R C Labour Problems and Social Welfare, K.Nath and Co, Meerut. 1995
14. Singh, Avtar (2002) Introduction to Labour & Industrial Law.
15. Vidyarthi, R.D: Growth of Labour Legislation in India since 1939 and its impact on Economic Development.