

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 I Introduction to labour legislations

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

Unit II Regulation of employment and working conditions

Salient features/amendments of
Factories Act 1948
Shops & Establishment Act 1953
The Plantations Act 1951
Contract Labour (Abolition & Regulation) Act 1970
The Indian Mines Act 1952
The Motor Transport Act 1961

Unit III Remuneration

Salient features/amendments of
The Minimum Wages Act 1948
Equal Remuneration Act 1976
Payment of Bonus Act 1965

Unit IV Social Security

Salient features/amendments of
Employees State Insurance Act 1948
Employees Provident Fund Act 1952
Maternity Benefit Act 1961
Payment of Gratuity Act 1972

Unit V Employment and service conditions

Salient features/amendments of
Trade Unions Act 1926
The Industrial Disputes Act 1947
Industrial Employment (Standing Orders) Act 1946

- Course Outcome**
- The Learner will be able to comprehend and ensure adherence to the laws for the welfare of industrial workers.
 - The learners will obtain knowledge on welfare measures for

employees and will be able to work on improving the labors conditions.

- The Lerner will be capable of managing labour welfare programs with up-to-date knowledge on labour laws in general HRD practice.
- The students will be capacitated to evaluate and improve working conditions in industries.

References

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