

BUSINESS AND HUMAN RIGHTS

(MAHR 507)

BLOCK I Introduction to Labour Rights

Unit 1 Concepts and definitions of labour and evolution of labour rights

Unit 2 Origin and development of ILO, ILO standards with collective bargaining, forced labour, equal remuneration and hours of work

Unit 3 Safe workplace and Work ethics, Protection against Sexual Harassment, Non-Discrimination

BLOCK II Labour Welfare Laws

Unit 4 Labour welfare laws

Unit 5 Labour rights of organised and unorganised sector

Unit 6 Trade Unions – Roles and Acts, right to organise and collective bargaining, freedom of association

BLOCK III Employee Benefit Acts

Unit 7 Industrial Disputes Act, 1947

Unit 8 Maternity Benefit Act, 2017

Unit 9 Equal Remuneration Act, 1976

Unit 10 Payment of Bonus Act, 1965 - Employees' State Insurance Act, 1948 - The Employees Provident fund and miscellaneous provision act 1952

BLOCK IV Compliance of Human Rights Standards

Unit 11 Rights of employees with regards to compensation and benefits

Unit 12 The Employees Compensation Act, 1923

Unit 13 Forced labour convention, 1930

Unit 14 Bonded Labour Abolition Act, 1976