

Fourth Semester

Electives

Human Resource

Select any three-

Course Name: Labour Laws for Managers

Course Code-MS 304

Course Credits: 6

Course Objective: Understanding of the legal framework is important for the efficient decision making relating to man management and industrial relations. The course aims to provide an understanding, application and interpretation of the various labour laws and their implications for industrial relations and labour issues.

Block I Introduction to Labour Laws

Unit I Labour Laws: Concept, Origin, Philosophy and Classification

Unit II Emergence and Objectives of Labour Laws and their Socio-Economic Environment

Unit III Indian Constitution and Labour Legislations

Unit IV Labour Policy, Emerging Issues and Future Trends

Unit V International Labour Organisation

Block II LAWS FOR LABOUR WELFARE

Unit VI Minimum Wages Act, 1948

Unit VII The Payment of Wages Act, 1936

Unit VIII The Payment of Bonus Act, 1965

Unit IX The Workmen's Compensation Act, 1923

Unit X Equal Remuneration Act, 1976

Unit XI The Maternity Benefit Act, 1961

Block III Laws relating to Working Conditions and Social Security

Unit XII The Factories Act, 1948

Unit XIII Contract Labour (Regulation and Abolition Act, 1986) & Child Labour (Prohibition and Regulation Act, 1986)

Unit XIV The Employees' State Insurance Act, 1948

Unit XV Social Security Legislation: An Overview

Unit XVI The Payment of Gratuity Act, 1972

Unit XVII The Employees' Provident Funds and Miscellaneous Provisions Act, 1952

Block IV LAWS FOR INDUSTRIAL RELATIONS

Unit XVIII Trade Union Act, 1926

Unit XIX Industrial Disputes Act, 1947

Unit XX Industrial Employment (Standing Orders) Act, 1946

Unit XXI Industrial Discipline and Misconduct

Unit XXII Workers Participation in Management

Suggested Readings:

1. Kapoor N.D. 'Elements of Industrial Law', Sultan Chand, 1998.
2. Srivastava, 'Industrial Relations and Labour laws', Vikas, 4th edition, 2000.
3. Respective Acts.
4. Dhandapani, 'Commercial and Industrial Law', Sultan Chand, 1998.
5. Das Gupta, 'Maintaining Industrial Discipline', Response Books, 2002.