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BA5016 LABOUR LEGISLATIONS

DETAILED SYLLABUS

OBJECTIVE:

• To have a broad understanding of the legal principles governing the employment relationship at individual and collective level.

• To familiarize the students to the practical problems inherent in the implementation of labour statutes.

Contained in the following acts are to be studied.

1. The Factories Act, 1948

2. The Trade Unions Act, 1926

3. The Payment of Wages Act, 1936

4. The Minimum Wages Act, 1948

5. The Industrial Disputes Act, 1947

6. The Workmen's Compensation Act, 1923

7. The Payment of Gratuity Act, 1972

8. The Payment of Bonus Act, 1965

9. The Employee's Provident Fund & Misc. Act, 1952

10. The Employees State Insurance Act, 1948

11. The Industrial Employment (Standing Orders) Act, 1946

12. The Apprentices Act, 1961

13. The Equal Remuneration Act, 1976

14. The Maternity Benefit Act, 1961

15. Contract Labour Regulations and Abolition Act, 1970

16. The Child Labour Prevention and Regulation Act, 1986

OUTCOMES:

• To appreciate the application of labour laws.

• Legal Provision relating to

      a) Wages

      b) Working Conditions and Labour Welfare

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c) Industrial Relations

d) Social Security

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4. D. R. N. Sinha, Indu Balasinha & Semma Priyadarshini Shekar, Industrial Relation,Trade unions and Labour Legislation, 2004.

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6. Srivastava, Industrial Relations and Labour laws, Vikas, 2007. 7. Respective Bare Acts.