

SEMESTER- I

Course Title- Labour Legislation-I	
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Labour Legislation covers all the normative legislative acts along with the acts covering the wage and social security provisions. It also gives the detailed understanding of labour administration system which monitors the implementation of the acts in the industry.

Learning Objectives:

1. To enable students to understand the Nature & Scope of Labour Legislation, Principles of Natural Justice and Industrial Jurisprudence along with the preamble, definitions and provisions under various Labour Laws.
2. All acts are to be studied with reference to their rules regulations and notifications etc. case law desirable may be cited

Learning Outcomes.

1. Students will develop a Critical Understanding of labour laws which in turn will help them to apply for giving justice to labour.
2. Students will be able to understand the governing legislative administration system for resolving the labour –management disputes.
3. Students will also understand the Importance of Social Security acts and wage related provisions so that they can safeguard Organisation from any liability or noncompliance issues.

Labour Legislation

Nature, Scope, Character of labour Legislation; Growth and Development of Labour Legislation in India; Labour Legislation and the Constitution of India; ILO and Labour Legislation in India, Principles of Labour Legislation; Development of Industrial Jurisprudence - Foundation of Industrial Law in India; Labour Legislation and Social Justice.

Normative Labour Legislations

The Factories Act 1948,

The Contract Labour (Regulation & Abolition) Act 1971,

The Maharashtra Shops and Establishment Act, 2017.

Wage Legislation

The Payment of Wages Act, 1936,

The Payment of Bonus Act, 1965,

The Minimum Wages Act, 1948.

Social Security Legislation

The Employees State Insurance Act, 1948,
 Employees Provident Fund and Miscellaneous Provisions Act, 1952,
 The Trade Unions Act, 1926,
 The Payment of Gratuity Act, 1926.
 New Labour Codes pertaining to wages IR, Social Security and OSH and Working
 Conditions.

References:

Text Books		
Author	Title	Publication
	The Factories Act, 1948 ; The Maharashtra Shops and Establishment Act, 1971 The Contract Labour Act, 1971; The Minimum Wages Act, 1948; The payment of wages Act, 1936; The Payment of Bonus Act, 1965; The Employee's state Insurance Act, 1948; The Employee's Provident Fund Act, 1952 and Family Pension Scheme 1971; Trade Union Act 1926; The Payment of Gratuity Act, 1926.	Labour Law Agency , 1989
Justice Mallick	Labour and Industrial Law Manual	Professional Book Publishers, 2023

Reference Books		
Author	Title	Publication
Mathrubutham, R.	Factories & Labour Manual, Vol .1	Wadhva & Co. Agra (5 th Ed.), 1979.
Mathrubutham, R.	Factories & Labour Manual, Vol .2	Wadhva & Co. Agra (5 th Ed.), 1980.
Mathrubutham, R. & Shrinivvasan, R.	Factories & Labour Manual, Vol.3	Wadhva & Co. Agra (5 th Ed.), 1982.