

Semester III

Course Title: Labour Legislation – III	
Type : Major Mandatory	Course Credits :2
Marks : Semester End: 25, Internal Assessment: 25, Total Marks: 50	

Description: Labour Legislation covers all the normative legislative acts covering different types of labour or employees. This subject has also covered topics on Labour Administration and challenges therein. It deals with practical approaches for various types of employment conditions.

Learning Objectives:

1. To enable students to understand the laws related to specific conditions, like maternity, accident compensation, equal remuneration, terms and conditions in shops and establishments etc.
2. To learn different categories of labour in different sectors including unorganized sector.
3. To learn the role of Labour Administration in the functioning of specific condition of labourer.

Learning Outcomes.

1. Students will develop a critical understanding of various acts governing different provisions with respect to Shops and Establishments, sales promotion employees, mathadi hamals, apprentices, equal pay for equal work, maternity benefits for women, compensation in case of accidents etc.
2. Students will be able to understand and appreciate application of the practical processes of Resignation, Discharge, Dismissal, Retrenchment, Closure, Retirement including and Voluntary Retirement in organisations.
3. Students will understand the functioning of the Labour Administration Machinery and know the reforms happening therein. This will help them to understand the redressal process and how to utilize them for speedy resolution.

Labour Acts:

The Maharashtra Industrial Relations Act, 1946;
The Maharashtra Shops and Establishment Act, 2017
The Apprentices Act 1961;
The Equal Remuneration Act, 1976;
The Maternity Benefit Act, 1961;
The Employees Compensation Act, 1923;
The Maharashtra Labour Welfare Fund Act, 1953;
The Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act 1969,
The Sales Promotion Employees (Condition of Services) Act 1976;