

  
**MANGALORE UNIVERSITY**  
**Department of Commerce**  
**M.Com.**

**CMS 558: LABOUR LEGISLATION**

**Work load: 3 hours lecture and 2 hours tutorial per week: total 4 credits**

**Learning Objectives:**

- To familiarize the students about the legal framework regulating the behaviour, working conditions, economic benefits, and union-management relationship.

**Course Outcomes:**

1. Provides the students with practical legal knowledge of general labour laws and topics.

**Unit-1:** Labour Laws: Growth of Labour Legislation in India – Principles of Labour Legislation Scope Indian Constitution and Labour Legislation – Administration of Labour Legislation in India – Enactment and Enforcement of Labour Laws - ILO and Labour Legislation Recent Trends.

**Unit-2:** Legislation Regulating Working Conditions in Factories: The Factories Act, 1948: Preliminary - Inspecting Staff – Health, Safety, and Welfare – Hazardous Process – Working Hours of Adults – Employment of young Person- Annual Leave – Penalties – Recent amendments and Case Laws.

**Unit-3:** Social Security Legislation: The Workmen’s Compensation Act, 1923; The Employees Provident Funds & Miscellaneous Provisions Act, 1952; The Payment of Gratuity Act, 1952; The Maternity Benefit Act, 1961; The Employees State Insurance Act, 1948 – Important Provisions –. New Pension Scheme - Recent amendments and Case Laws.

**Unit-4:** Legislation Pertaining to Wages and Bonus: The Payment of Wages Act, 1936; The Minimum Wages Act, 1948; The Payment of Bonus Act, 1965 - Main Provisions – Recent amendments and Case Laws.

**Unit-5:** Legislation Governing Industrial Relations: The Industrial Disputes Act, 1947 – Preliminary Authorities – Strikes & Lockouts – Lay-off, Retrenchment – Unfair Labour Practices – Penalties; The Industrial Employment (Standing Orders) Act, 1946; The Trade Unions Act, 1926 - Provisions – Interpretations and Case Laws - General Understanding of Other Labor Laws: The Child Labor (Prohibition & Regulation) Act, 1986; The Apprentices Act, 1961. Recent amendments and case laws.

**References:**

1. Chawla and Garg, *Industrial Law* -Kalyani
2. Kapoor N D and Tripathi P C, *Industrial Laws and Practice*, - Sultan Chand and Sons
3. Kapoor N D, *Handbook of Industrial Law*, - Sultan Chand and Sons
4. Maheshwari, *Industrial Law*, - National Publishing House
5. Malik P L, *Handbook of Industrial and Labour Law*, - Manas  
Mishra S N, *Labour and Industrial Law* - Allahabad Law Agency

