


MANGALORE UNIVERSITY
Department Master of Commerce (HRD)

M.Com (HRD)

CRS455: LABOUR LEGISLATION

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: **To familiarise the students about the legal framework regulating the behaviour, working conditions, economic benefits, and union-management relationship.**

Course Out Comes:

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
6. Mishra S N, *Labour and Industrial Law* - Allahabad Law Agency

