

IV SEMESTER-(SPECIALISATION-III)-(HRM)
SWS 555 LABOUR WELFARE AND INDUSTRIAL LEGISLATIONS

PROGRAMME OUTCOME

Course specific Objectives:

- To gain knowledge about labour legislations and labour welfare.
- To understand the legal provisions relating to labour welfare in different industries
- To gain the knowledge about concept, philosophy and evolution of labor welfare.
- To understand the components of labour welfare.
- To acquire the knowledge of modern trend in labour welfare.

Course Content:

UNIT -I

Concepts of labour welfare: Labour welfare- concept, definition, scope and objectives, theories and principles of labour welfare; development of labour welfare.

Statutory and non-statutory welfare facilities: meaning, importance, and types- facilities for washing, storing and drying clothes, shelters, restrooms, lunch rooms, canteen, crèche, first aid and appointment of welfare officer- role, function, limitation;

Non-statutory welfare facilities-meaning, importance and types: education facilities, medical facilities, recreation facilities, consumer co-operative societies and employee counselling.

New trends-flex time, moon lighting, family gathering, family tours, leave travel allowance, celebration of birthdays, marriage anniversary etc.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013- meaning, consequences, policy, preventive steps, and guidelines

UNIT-II

Welfare Legislations: The Factories Act 1948, The Apprentices Act 1961, The Contract Labour (Regulation and Abolition) Act 1970, The Karnataka Shops and Commercial Establishment Act 1961.

UNIT-III

Industrial Relations Legislation: Trade Union Act 1926; The Industrial Disputes Act 1947, The Industrial Employment (Standing Orders) Act 1946;

UNIT-IV

Wage Legislation: The Payment of Wages Act 1936; The Minimum Wages Act 1948, The Payment of Bonus Act 1956.

Holidays legislation: Weekly Holidays Act 1942, National and Festival and Holidays Act 1963

Environment Protection Related Legislation: The Environment Protection Act 1986

UNIT-V

Social Security Legislations: The Workmen's Compensation Act 1923; The Maternity Benefits Act 1961; The ESI Act 1948; The EPF and Miscellaneous Provisions Act 1952; The Payment of Gratuity Act 1972.

References:

Babu Sharath and Rashmi Shetty (2007) Social Justice and Labour Jurisprudence. SAGE Publication. New Delhi.

Kapoor, N.D. (1995) Hand Book of Industrial Law. Sultan chand & Company. New Delhi

Kumar, H.L. (2017). Digest of Important Labour Cases (11th Edition). New Delhi: Universal Law Publisher.

Kumar, H.L. (2016). Practices and Procedures of Labour Laws with Model Forms. New Delhi: Universal Law Publisher.

Misra, S.N. (2016). Labour and Industrial Laws. New Delhi: Universal Law Publisher

Sarma, A.M. (2005), Aspects of Labour Welfare and Social Security, Himalaya Publishing House, Mumbai

Yadav, L.B.(ed.) (2000), Reading in Social and Labour Welfare. Institute for Sustainable Development, Lucknow

