

Sem.	Course Code	ADVANCED LEARNERS COURSE II: LABOUR LEGISLATIONS	Total Marks: 100		Hours Per Week	Credits
III	17PBBAL311			CIA: -	ESE: 100	-

Objectives: To impart the knowledge and concepts of Labour Legislation.

Course Outcome (CO): On successful completion of the course, the students will

CO1: Remember the labour laws under various acts.

CO2: Understand the nature and scope of labour laws.

CO3: Develop decision making skills in handling legal issues in Industrial Relations and other Labour matters.

CO4: Identify the role played by the Government in employer-employee relationship.

CO5: Manage employee relationship at work.

Unit I

Law relating to the working conditions: The Factories Act, 1948: Definitions - Health, Safety and Welfare - Working hours of adult – Holidays - Employment of women and young person - Annual leave with wages.

Unit II

Law relating to Social Security: The workmen’s Compensation Act, 1923: Definitions – Rules regarding workmen’s compensation - Employer’s liability for compensation – Occupational diseases.

Unit III

Law relating to Monetary Benefits: The Payment of Wages Act, 1936: Definitions - Rules for payment of wages - Deductions from wages - Maintenance of registers & records – Inspectors – Appeal - Penalties

Unit IV

Laws relating to Labour relations Industrial Disputes Act, 1947: Definitions –Rules for payment of wages - deductions from authorities under the Act- Strikes and lock outs – Lay off and retrenchment.

Unit V

Employees State Insurance Act, 1948: Objects and Applicability of the Schemes – Definitions - Personal Injury – Factory - Manufacturing Process – Wages - Partial and Permanent Disablement - ESI Corporation - Standing Committee and Medical Benefit Council – Contributions - Adjudication of Dispute and Claims - Benefits.

Text Book:

- N.D. Kapoor, Handbook of Industrial Law. Sultan Chand & Sons. New Delhi.2004

Books for Reference:

1. H.Samuel , Industrial Law, Vikhas Publications New Delhi.2002
2. Malhotra, The Law of Industrial Disputes, Vikhas Publications New Delhi.2004
3. Srivastava , The Industrial Employment Standing Orders Act.

QUESTION PAPER PATTERN		
SECTION - A	SECTION - B	SECTION - C
10 x 2 = 20 Marks (Multiple Choice, Four options) Two questions from each unit	5 x 7 = 35 Marks (Either or choice) Two questions from each unit	3 x 15 = 45 Marks (Answer any three Questions) One Question from each unit