

4623 – LABOUR LEGISLATION									
Teaching Schedule Per Week			Progressive Assessment	Examination Schedule (Marks)					
Lectures	Practical	Credits		Theory		Practical Ex.	Total		
5	-	5	25	3hrs.	100	-	125		
Pre-requisite		Source	Semester	Theory	Test	Total	TW	PR	Gr Total
		MOP		75	25	100	25	-	125

**RATIONALE:** Students of Modern Programme are expected to be fully aware of labour laws existing in India. This course aims at providing a general understanding of labour legislation including, Trade Union provisions to assist higher authorities in the business and industry.

COURSE CONTENT		Hrs	Mks
<b>1. MINIMUM WAGES ACT 1948</b>	Brief history of the wages laws, Purpose and the main provisions, Wage fixation by Adjudication, machinery of claim enforcement, wage Boards.	12	15
<b>2. PAYMENT OF BONUS ACT 1965</b>	Purpose, Main provisions, Scope Bonus (amendment) Ordinance of 1972, Payment of bonus Act amendment in 73,75,76 & 77.	12	15
<b>3. EMPLOYEE STATE INSURANCE ACT 1948</b>	Social Security need, history of social security in India, schemes, E.S.I. Act: main provisions, scope, Maternity Benefit Act., Sickness insurance	12	15
<b>4. EMPLOYEES PROVIDENT FUND</b>	Employees Provident fund act 1952, Old age and family pension schemes, Gratuity Scheme Lay-off and Retrenchment compensation.	8	10
<b>5. TRADE UNION ACT 1926</b>	History and Amendments, Provisions	12	15
<b>6. INDUSTRIAL DISPUTE ACT 1947</b>	Provisions, Authority for prevention and settlement of disputes, works Committee, Conciliation officer, Board of conciliation, Court of Enquiry, Labour court, tribunals, Prohibitions of strikes and Lock-outs.	12	15
<b>7. ADMINISTRATION MACHINERY</b>	Central Machinery, Ministry of labour, DGET, Chief labour Commissioner, Central Board of workers education, Wage Boards, State labour commissioner, tripartite machinery	12	15
<b>Total</b>		80	100

**NOTE:** Short answer type questions are to be asked in the examination, Adequate internal choices are to be provided, No details of case – Laws are to be asked:

#### REFERENCE BOOKS:

1. Agarwal S. L. : "Labour Relations Laws" (MacMillan)
2. Giri V. V. : "Labour Problems in Indian Industry" (ASIA)
3. Vaid K.N. : "State and Labour in India" (Asia)
4. Mathur A.S. : "Labour Policy and Industrial Relation in India" (Ram Prasad & Sons)
5. Malik P. L. : "Industrial Laws" Vol. I & II

