

Semester	III	Specialization	HRM
Course Code	305HR	Type	Specialization - Core
Course Title	Labour & Social Security Laws		

Course Objectives:

1	To make the students understand rationale behind labour laws
2	To equip students with important provisions of various labour laws
3	To give students insight into the implementation of labour laws.

Syllabus:

Unit Number	Contents	Number of Sessions
1	Introduction to Labour Legislation : Philosophy of Labour Laws, Labour Laws – Concept, evaluation, origin, objective, classification, Need, changing scenario, challenges & problems. International Labour Organization, Indian Constitution & Labour Legislations, Changing perspective of changing scenario of labour laws.	3 + 1
2	Laws on Working Conditions : 2.1 The Factories Act 1948 : #1,3,5,6,7,10,15to20,23,31,40,40A,40B,41,42,44,45,46,47,48,49. All provisions under Chapter VI, VII, VIII.	8 + 2
3	Wages & Labour Laws : 3.1: The Payment of Wages Act 1936: Sections # 1 to 26, 12A,13A,14A,15A,17A,17B,22A,25A, The Minimum Wages Act 1948, Sections # 1,2,11 to 18,20, 3.2: The Payment of Bonus Act 1965: Sections # 2,4 to17,19,20,21,22,26,28,29,30,32	11 + 3
4	Laws for Labour Welfare : 4.1 The Payment of Gratuity Act 1972: Sections# 2,4,6,7,8,10,11,12,14,15,16,17,18,20 4.2 The Workmen’s Compensation Act 1923: Sections# 2 to 14, 16,22	8 + 2
5	Social Security Laws : 5.1 The Employee Provident Fund and Miscellaneous Provisions Act 1952 : Sections# 2,5,6,7,8,11,12,14,15,16,17,18,20 (Latest Amendment) 5.2 The Employee State Insurance Act 1948: Sections # 2 and All	5 + 2

	provisions in Chapter IV,V,VIII (Latest Amendment)	
	5.3 The Maternity Benefit Act 1961 (Latest Amendment)	

Learning Resources:		
1	Text Books	Labour Law by S.P.Jain Labour Law by Malik
2	Reference Books	Introduction to Labour & Industrial Laws, Avatar Singh, LexisNexis Labour & Industrial Laws by S.N.Mishra, Central law publication Elements of Mercantile Law by N.D.Kapoor, Sultan Chand Bare Acts
3	Supplementary Reading Material	APS Labor Digest
4	Websites	www.india-laws.com www.lawinfo.com www.lawsinindia.com
5	Journals	Management & Labour Studies International Labour Review