

## **SEMESTER III**

**Course Title: FUNDAMENTALS OF LABOUR LAW**

**Course Code: HRM/GEC3**

**Nature of the Course: GENERIC ELECTIVE COURSE (GEC)**

**Course Credit: 3**

**Distribution of Marks: 45 (End Sem) + 30 (In Sem)**

### **Course Objectives (COs):**

This course aims to provide students with a comprehensive understanding of labour welfare and social security laws in India. It focuses on the historical development, principles, and importance of labour laws, statutory and non-statutory welfare provisions, and specific acts like the Factories Act of 1948 and social security schemes. The course also addresses special categories of labour and the implications of contemporary laws such as the Wage Code 2020, fostering awareness of workplace rights and welfare practices.

### **Course Outcomes:**

Upon completing this course, students will:

1. Gain a thorough understanding of labour laws' historical and contemporary development, focusing on their significance and principles.
2. Apply knowledge of the Factories Act to ensure compliance with health, safety, and welfare standards in workplaces.
3. Evaluate the effectiveness of social security and welfare schemes in safeguarding workers' rights and promoting well-being.
4. Demonstrate an understanding of new labour codes, particularly the Wage Code 2020, and their impact on the workforce.
5. Develop awareness of and propose solutions for the unique challenges faced by special categories of labour in India, aligning with ethical and legal frameworks.

### **Learning Outcome:**

By the end of this course, students will be able to:

1. Define and explain labour welfare concepts, the evolution of labour laws in India, and their principles and objectives.
2. Analyse the provisions of the Factories Act of 1948, including health, safety, and welfare measures, and understand the management of occupational hazards.
3. Assess the significance and implications of government welfare schemes and key acts like the Employees Compensation Act, Maternity Benefit Act, EPF Act, and Minimum Wages Act.

4. Understand the provisions of the Wage Code 2020 and the broader scope of social security and assistance in India.
5. Examine the welfare measures for special categories of labour, including women, children, contract workers, construction and agricultural labourers, differently-abled workers, and gig workers.

UNIT	CONTENT	L	T
<b>I(08 Marks)</b>	<b><i>Labour Welfare</i></b>  Meaning and Definition of Labour Law, Historical Development of Labour Laws in India, Objectives and Importance of Labour Laws, Principles of Labour Law in India. Statutory and Non-Statutory welfare	8	
<b>II (12 Marks)</b>	<b><i>Factories Act 1948</i></b>  Factories Act 1948: Introduction and Objective, Health, Safety, and Welfare Provisions, Working Hours and Overtime, Employment of Young Persons and Women,  Industrial Health and Hygiene, Occupational diseases and hazards, Causes and Prevention of Accidents	10	1
<b>III (13 marks)</b>	<b><i>Social Security (Provisions I)</i></b>  Highlights of Government Welfare and Social Security schemes: Employees Compensation Act, 1923 (Amendment Act 2017); Maternity Benefit Act 1961, (Amendment Act 2017); Employees Provident Fund and Miscellaneous Provisions Act, 1952 (Amendment Act, 2017); Minimum Wages Act, 1948 (Amended 2021).	12	1
<b>IV (12 Marks)</b>	<b><i>Social Security (Provisions II)</i></b>  Wage Code 2020- Meaning and Provisions, Social Assistance and Social Security- meaning, importance and implications;  Welfare of Special Categories of Labour- Child, Women, Contract labour, Construction Labour, Agricultural labour and differently abled labour, Gig Workers.	12	1
		42	3

### Assessment and Evaluation

- **Internal Assessment (30 marks):**
- ✓ Two sessional Examination (10\*2=20)

- ✓ Quizzes, assignments, case study presentations, attendance and group discussions, attendance (any two). (5\*2=10)
- **End-Semester Exam (45 marks):** Written examination based on the syllabus, typically featuring short-answer questions, long-answer questions, and case-based questions.

**Suggested Reading:**

- "**Labour Laws for Managers**" by Kumar Shailendra.
- "**Industrial Relations and Labour Laws**" by P.R.N. Sinha, Indu Bala Sinha, and Seema Priyadarshini Shekhar.
- "**Labour and Industrial Laws**" by S.N. Mishra.
- "**Social Security and Labour Welfare in India**" by A.M. Sarma.