

## SEMESTER- II

<b>Course Title- Labour Legislation-II</b>	
<b>Type : Major Mandatory</b>	<b>Course Credits : 4</b>
<b>Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100</b>	

**Description:** Labour Legislation covers all the Social Security, Industrial Relations It also gives the detailed understanding of labour administration system which monitors the implementation of the acts in the industry.

**Learning Objectives:**

1. To enable students to understand the importance of social security , Employee and employer legislations, Principles of Natural Justice and Industrial Jurisprudence along with the preamble, definitions and provisions under various Labour Laws.
2. All acts are to be studied with reference to their rules regulations and notifications etc. case law desirable may be cited

**Learning Outcomes.**

1. Students will develop a Critical Understanding of Labour laws which in turn will help them to apply for giving justice to Labour.
2. Students will be able to understand the governing legislative administration system for resolving the labour –management disputes.
3. Students will also understand the Importance of Social Security acts and Labour administration of 21<sup>st</sup> Century perspectives and challenges of Industrial and Laws and Labour administration so that they can safeguard Organization from any liability or noncompliance issues.

**Industrial Relations Legislations**

The Industrial Dispute Act 1947,  
The Industrial Employment Standing Orders Act, 1946,  
The Maharashtra Regulation of Trade Union & Prevention of Unfair Labour Practices Act. 1971.

**Social Security Legislation**

The Prevention of Sexual Harassment Act, 2013.

**Labour Administration**

Labour Administration and development process; 21st Century Labour Administration Perspective; Challenges of Industrial Law and Labour Administration. New Labour Codes pertaining to wages, IR, Social Security and OSH and Working Conditions.

**References:**

<b>Text Books</b>		
Author	Title	Publication
	The Prevention of Sexual Harassment at Work Place,2013; The Industrial Dispute Act 1947, The Industrial Employment Standing Orders Act,1946; The Maharashtra Regulation of Trade Union & Prevention of Unfair Labour Practices Act. 1971;	Labour Law Agency , 1989
Justice Mallick	Labour and Industrial Law Manual	Professional Book Publishers, 2023

<b>Reference Books</b>		
Author	Title	Publication
Mathrubutham, R.	Factories & Labour Manual, Vol .1	Wadhva & Co. Agra (5 <sup>th</sup> Ed.), 1979.
Mathrubutham, R.	Factories & Labour Manual, Vol .2	Wadhva & Co. Agra (5 <sup>th</sup> Ed.), 1980.
Mathrubutham, R. & Shrinivvasan, R.	Factories & Labour Manual, Vol.3	Wadhva & Co. Agra (5 <sup>th</sup> Ed.), 1982.