

MANGALORE UNIVERSITY
Department of Social Work

Master of Social Work (MSW)

IV SEMESTER-(SPECIALISATION-III)-(HRM)

Paper SWS 558: LABOUR LEGISLATION

Objectives:

- To gain knowledge of Industrial jurisprudence and need of labour legislations
- To gain knowledge about labour administration and mechanisms.
- To develop skills to deal with legislative functions.
- To gain knowledge about important labour enactments and their implementation

Course Content:

Unit-I

Growth of Labour Legislation in India: Historical perspective; Philosophy underlying labour legislation before and after independence, industrial jurisprudence- meaning and principles, need for labour legislation, Judicial setup and Administration of Industrial Judiciary in India.

UNIT-II

Welfare Legislations: The Factories Act 1948; The Apprentices Act 1961, The Contract Labour (Regulation and Abolition) Act 1970; The Mines Act 1952; The Plantation Labour Act 1951; The Karnataka Shops and Establishment Act 1961

UNIT-III

Industrial Relations Legislation: Trade Union Act 1926; The Industrial Disputes Act 1947; The Industrial Employment (Standing Orders) Act 1946;

UNIT-IV

Wage Legislation: The Payment of Wages Act 1936; The Minimum Wages Act 1948; The Payment of Bonus Act 1956. Environment Protection Related Legislation: The Environment Protection Act 1986; Holidays legislation: weekly holidays act 1942, National and festival holidays act 1963

UNIT-V

Social security legislations: The Workmen's Compensation Act 1923; The Maternity Benefits Act 1961; The ESI Act 1948; The EPF and miscellaneous provisions Act 1952; The Payment of Gratuity Act 1972.

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