

**Uka Tarsadia University**



**B.B.A.**

**Labour Laws (030030612)**

**6<sup>th</sup> Semester**

**Effective from January-2014**

# Uka Tarsadia University

## Labour Laws (030030612)

**BBA (Sem.-6) Syllabus, effective from January -2014**

**Course Objective and Outcomes:** To apprise students with different legislative enactments concerning industrial labour.

**Total Hours: 52**

**[4 hrs. per week]**

### **Unit-1 Labour Laws-1**

**[Weightage 25%]**

- 1.1. Industrial Dispute Act 1947: Introduction, Scope and Object, Main Features of the Act
- 1.2. Standing Orders Act 1946: Introduction, Application of the Act, Act not to Apply to Certain Industrial Establishment, Special Features of the Act
- 1.3. Trade Union Act 1926: History of Trade Unionism in India, Indian Trade Union Amendment 1947

### **Unit: 2 Labour Laws-2**

**[Weightage 25%]**

- 2.1. Employees Compensation Act 1923: Introduction, Main Features of the Act
- 2.2. Employees Provident Fund Act 1952: Object and Scope of the Act, Application of the Act, Applicability and Constitutionality of Sub Section (3)
- 2.3. Minimum Wages Act 1948: Object of the Act, Salient Features of the Act

### **Unit: 3 Labour Laws-3**

**[Weightage 25%]**

- 2.1. Payment of Wages Act 1946: Introduction, Object and Application of Act
- 2.2. Factories Act 1948: Introduction, Scope of the Act, Safety and Welfare Provisions
- 2.3. Payment of Bonus Act 1965: Introduction, Scope and Application of the Act, Eligibility for Bonus, Disqualification of Bonus, Payment of Minimum and Maximum Bonus

### **Unit: 4 Labour Laws-4**

**[Weightage 25%]**

- 4.1. The Maternity Benefit 1961: Extent and Commencement, Application, Right to Payment of Maternity Benefit
- 4.2. Child Labor (Prohibition and Regulation) Act 1986: Introduction, The Declaration of the Rights of Child, 1959, Right to child and the Indian constitution, Object and Scope of the Act
- 4.3. Contract Labor Act 1970: Object and Scope, Welfare and Health of Contract Labor.

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## **Text Book**

1. S.N. Mishra. "*Labour and Industrial Laws*". Allahabad: Entral Law Publications

## **Reference Book**

2. Rao, VSP. *Human Resource Management: Text & Cases*. New Delhi: Excel Book.