



Shri Vaishnav Vidyapeeth Vishwavidyalaya

Shri Vaishnav Institute of Law

“Choice Based Credit System (CBCS) in light of NEP-2020

GENERIC ELECTIVES V SEMESTER (UG)

GEULAW501 LAWS GOVERNING EMPLOYMENT IN INDIA

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
GEULAW501	GE	LAWS GOVERNING EMPLOYMENT IN INDIA	3	0	0	3	60	20	20	0	0

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit;

***Teacher Assessment** shall be based following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

Course Objectives:

This course will discuss all the necessary information you need to know about employees and independent consultants, what benefits you are responsible for, taxes, discrimination issues, unionization, and workplace safety.

Course Educational Objectives: The students should be able to:

- Describe the employment relationship
- Describe the process of hiring employees
- Identify workplace safety
- Summarize legal issues

Course Content:

Unit – I

- Constitutional provision relating to employment.
- The Employees Compensation Act, 1923
- The Employees State Insurance Act, 1948
- The Unorganized Workers Social Security Act, 2008

Unit II

- Constitutional and international norms
- Right of unorganized labour to form unions
- History of unionism in India
- Globalisation, privatisation and its impact on the working of the Trade Unions.



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Unit III

- Need for social security protection of workers
- Objectives – formal and informal sectors – Meaning of contract labour; Retirement benefits; Provisions relating to Hazardous Process; Employment of women and young workers.
- Prohibition on employment of contract labour – welfare & health of contract labour.
- Trade Unions Act, 1926

UNIT IV

- Concept of Wages; generally, Wage Theories; Need and scope of Minimum Wage; fair wage and living wage; Fixation of minimum wage Increments. Terms of employment and conditions of service.
- The Payment of Wages Act, 1936
- The Minimum Wages Act 1948
- The Payment of Bonus Act 1965

UNIT V

- Workman Compensation
- Assessment of Compensation
- Conditions of Communication
- Powers of Compensation
- Commissioner.

References:

- Otto Kahn Freund, Labour and the Law, Stevens & Sons: London 1983.
- Bronstein, Arturo S., International and Comparative Labour Law: Current Challenges, Palgrave Macmillan, (2009).
- G.B. Pai, Labour Law in India, Butterworths: New Delhi, (2001).
- Sharit K Bhowmik, “The Working Class Movement in India: Trade Unions and the State” in Manoranjan Mohanty (ed.) Caste, Class, Gender, Sage Publications: New Delhi (2004).



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- Ruth Dukes, The Labour Constitution: The Enduring Idea of Labour Law, Oxford University Press: London (2014).
- V. J anardhan, Industrial Relations in India: Towards a New Socio-Political Approach, Orient Longman: New Delhi (2016).
- Guy D avidov, A Purposive Approach to Labour Law (Oxford U niversity P ress, 2016).
- Servais, Jean-Michel, International labour law, Kluwer Law International, 2nd E dn, 2008
- Rodgers, Gerry et al, The International Labour Organization and the quest for social justice, 1919-2009, ILR Press/Cornell University Press, 2009
- Stephen Taylor and Astra Emir Oxford University Press 5th Edition (Employment Law)
- Labour Laws in India Butterworths New Delhi 2001
- Sharit K.Bhowmik “The working class movement on India – Sage Publication New Delhi 2004
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