



Shri Vaishnav Vidyapeeth Vishwavidyalaya

Shri Vaishnav Institute of Law

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

GENERIC ELECTIVES VI SEMESTER (UG)

GEULAW601 LEGAL PROVISIONS OF SAFETY AT WORKPLACE

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*
GEULAW601	GE	LEGAL PROVISIONS OF SAFETY AT WORKPLACE	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 Educational Objectives: The students will be-

1. Aware about statutory framework including the enactment of a general enabling legislation on OHS in respect of all sectors of economic activities
2. Able to design suitable control systems of compliance, enforcement and incentives for better compliance and to provide administrative and technical support services.
3. Recognize and understand the importance of Workplace Hazards
4. Know their Safety-Related Rights and Responsibilities at work
5. Know whom to talk to about problems at work

Course Outcomes: The students should be able to:

1. Provide a system of incentives to employers and employees so that they achieve higher health and safety standards.
2. Establishing and developing research and development capabilities in emerging areas of risk and effective control measures.
3. Reducing the incidence of work-related injuries, fatalities, and diseases.
4. Reducing the cost of workplace injuries and diseases.
5. Demonstrate according to the problems.

Course Content:

UNIT-I: Safety Legislations in India

1. Overview of the existing Occupational Health Safety legislation in India
2. The Factories Act



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3. The Mines Act
4. The Workmen’s Compensation Act
5. The Employees’ State Insurance Act

UNIT- II: Compensation arising out and in the course of Employment

- Workmen’s Compensation from Compensation to Insurance Judicial Interpretation of the express ‘arising out of and in the course of employment’
- Employee State Insurance Act 1948

UNIT- III: Compensation in accidental cases

- Fatal Accidents Act, 1857, Motor Vehicle Compensation Law Employer Liability Act 1935
- Industrial safety, Factories Act, Environmental destruction Bhopal —Shriram Gas Leak

UNIT – IV: Occupational Health and Industrial Injuries and Social Security Plans

- Occupational Health and Industrial Injuries: Old age, sickness and disablement, Hazardous employment, Employers Liability - Medical Insurance - Public Liability Insurance Act 1991
- Social Security Five-year Plan National Commission on Labour PF, Pension and Gratuity Mining worker Social Security for Unorganized Labour —Employee stock option — workers cooperatives.

UNIT- V: Laws related to equality and empowerment of Women and Children

- The Maternity Benefit Act, 1961
- The Equal Remuneration Act, 1976
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- The Bonded Labour System (Abolition) Act, 1976
- The Child Labour (Prohibition & Regulation) Act, 1986



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References:

Bare Acts:

1. Employee State Insurance Act 1948
2. Fatal Accidents Act, 1857
3. Motor Vehicle Compensation Law Employer Liability Act 1935
4. The Bonded Labour System (Abolition) Act, 1976
5. The Child Labour (Prohibition & Regulation) Act, 1986
6. The Employees’ State Insurance Act, 1948
7. The Equal Remuneration Act, 1976
8. The Factories Act, 1948
9. The Maternity Benefit Act, 1961
10. The Mines Act, 1952
11. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
12. The Workmen’s Compensation Act, 1923

Books:

1. Choudhary, R.N. (2019). *Commentary on the Workmen’s Compensation Act 1923* (4th Ed.). New Delhi: Orient Publishing Company
2. Rideout, R.W. (1983). *Principles of Labour Law* (4th ed.). London: Sweet & Maxwell.
3. Saharay, H.K. (2017). *Industrial and Labour Laws of India 1987* (7th Ed.). New Delhi: Universal Law Publication.
4. Shrivastava, S. C. (2015). *Social security and labour law* (2nd Ed.). Lucknow: Eastern Book Company