	Labour Laws				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	**30**	**70**	**100**	**03**	**40**

OBJECTIVE: The purpose of this paper is to acquaint the student with various labour laws.

- Introduction, A brief over view of Fundamental Rights and Directive Principles of State Policy, Factories Act: 1948; **Case Study1:** Automating attendance recording of contingent labours at a large construction site.
(8Hours)
- Payment of Wages Act 1936, Payment of Bonus Act. 1936. Payment of Gratuity Act 1972. **(8Hours)**
- Trade Unions Act 1926. Industrial Dispute Act 1947, Employment (Standing Orders) Act 1947 and Arbitration Act; **Case Study2:** Maruti Manesar lockout: the flip side of people management. **(8Hours)**
- Workmen's Compensation Act 1923, Employment State Insurance Act 1952, Maternity Benefit Act 1961.
(8Hours)
- Labour policy and laws :Labour Policy of Government of India, ILO and Indian Labour, Case Law.
(8Hours)

SUGGESTED READINGS:

1. Cihon, P. J., & Castagnera, J. O. (2011). *Employment and Labour Law*. South. Western Conage Learning, U.S.A.
2. Servais,J. M. (2011). *International Labour Law*. Kluwer law International. Netherland
3. Blanpain, R., & Baker, J. (2010*). Comparative labour law & Industrial relation in Industialised Market*. Kluwer law International. Netherland.
4. Hepple, B. (2005). *Labour Law & Global Trade.* Hart Publishing Company,Portland.
5. Davis, AC.L (2004). *Perspective on labour Law*. Cambridge Press, U.K.
6. Blanpain, R.(2001). *Labour law Human Rights & social Justice.* Kluwer law International,Netherland.
7. **Case Studies1**:https://www.emeraldinsight.com/doi/full/10.1108/20450621211294407.
8. **Case Studies2:**https://www.emeraldinsight.com/doi/pdfplus/10.1108/EEMCS-02-2014-0042
   NOTE: The list of cases, specific reference and books including recent articles will be announced in the class by concerned teachers from time to time.

MBE II Year	MBE-E329/429	Semester-III/IV
	Competancy Mapping and Development	