

SW 579 Labour Legislation

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Course Objectives

- Develop understanding of requisite legal base to deal with issues related to workers
- Develop understanding of the political economy of labour

Learning Outcome

- Able to familiarize with the legal provisions on employment and labour
- Able to demonstrate skills in analyzing labour issues
- App understanding of Labour legislations to address problems in labour-employer relationships

COURSE CONTENTS:

Unit I: Work, Workers' Profile and Problems of Workers

- Concept of work, employment and decent work, Explanation asked for decent work
- Changing profile of work force in organized and unorganized sector-issues, and concerns
- Social life of workers and problems having bearing on work life: indebtedness, housing, livelihood and access to basic services

Unit II: Protective Provisions for workers and International Perspectives

- Labour in the Constitution in India and labour policies
- Factories Act, Mines Act and Plantation Labour Act
- Legislations related to Wages – Minimum Wages Act, Payment of Wages Act, Equal Remuneration Act, Payment of Bonus Act:

Unit III: Legislations for industrial relations and Social Security Legislations

- Industrial Dispute Act, Industrial Employment Standing Orders Act, Trade Union Act
- Provisions related to employees behaviour – Madhya Pradesh Industrial Relations Act : discharge, misconduct, domestic enquiry and disciplinary action; Sexual harassment at work place, employees with HIV/AIDS
- Employees Provident Fund Miscellaneous Provisions Act,
- Employees State Insurance Act
- Maternity Benefit Act

Unit IV: Emerging Issues and Concerns

- Industrial restructuring and the employee response-emerging concerns
- Impact of changing economic scenario on workers and work organizations – downsizing, displacement, rehabilitation, employment, employees benefits
- Occupational social work-history, scope, principles, and components

Textbooks

Kurzman, P.A. & Allbas, S.H. (1997). Work and Well-Being: The Occupational Social Work Advantage. Washington DC: NASW Press

Mor Barak, M.E. & Bargal, D. (Ed.) (2000). Social Services in the Workplace: Repositioning Occupational Social Work in the New Millennium. New York: The Haworth Press Inc.

Bhagoliwal, T.N. (2002). Economics of Labour and Industrial Relations. Agra: Sahitra Bhawan

Additional Readings

Alam, M. & Mishra, S.M. (1998). Structural Reform and Employment Issues in India: A Case of Industrial Labour. Indian Journal of Labour Economics, 41(2), 271 – 292.

Cayo, S.P. (2003). The Decline of The Labour Movement. In J. Godwin & J. M. Jasper (Eds.), The Social Movement Reader (pp. 317-329). Malden, MA : Black Well Publishing.

Dutt, R. & Sundaram, K.P. (2005). Indian Economy, New Delhi : Sultan Chand & Co.
ILO (1997). World Labour Report 1997/1998: Industrial Relations, Democracy and Social Stability. Geneva: ILO.

Maiden, R.P. (2001). Global Perspectives of Occupational Social Work (Monograph Published Simultaneously As Employee Assistance Quarterly, 1/2). Haworth Press.

Malik, P.L. (2000). Industrial Law Vol. I & II. Lucknow: Eastern Book Company.

Monappa, A. (2000). Managing Human Resources. New Delhi: M C Millan

Papola T. S. & Sharma A. N. (1999). Gender and Employment in India. New Delhi: Vikas Publishing House

Straussner, S.L.A. (1990). Occupational Social Work Today. New York: The Haworth Press.

Subrahmanya, R.K. (1996). Social Aspect of Structural Adjustment in India. New Delhi: Friedrich Elbert Stiffings.

V V Giri National Labour Institute (2004). Globalisation & Women Work, Labour & Development (Special Issue) 10(2).

World Bank (1995). World Development Report (WDR). Workers in an Integrating World. New York : Oxford University Press.