



Gyanmanjari
Innovative University

Course Syllabus

Gyanmanjari Institute of Management Studies

Semester-5 (BBA)

Subject: Labour Legislation – BBAHR15318

Type of course: Major (Core)

Prerequisite:

Students should have a basic understanding of business and employment concepts.

Rationale:

This course helps students to understand the relationship between Labour, Management and the State. It also provides basic knowledge of Indian Labour Laws and focuses on key enactments with their practical applications.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks			Total Marks
CI	T	P	C	SEE	CCE		
					MSE	ALA	
4	0	0	4	100	30	70	200

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

4 Credits * 25 Marks = 100 Marks (each credit carries 25 Marks)

SEE 100 Marks will be converted in to 50 Marks

CCE 100 Marks will be converted in to 50 Marks

It is compulsory to pass in each individual component.



Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	Introduction to Labour Legislation: Introduction, Need for Labour Legislation in India, Forces influencing Labour Legislation in India, Principles of modern Labour Legislation. The Factories Act, 1948: Objective, coverage, welfare measures, administrative machinery, recommendations of Second National Commission on Labour	15	25
2	Contract Labour Act, 1970: Objectives, Applicability, Registration under the act, Cancellation of registration, Obligations, Power of Inspectors, Offences & Penalties. Industrial Disputes Act, 1947: Objective, Coverage, Benefits, strikes and lockout, Conciliation Officers, Board, Court of enquiry, Labour Court, tribunals, National tribunals, Amendments,	15	25
3	Equal Remuneration Act, 1976: Applicability of the Act, Definition, Duty of employer to pay Equal Remuneration, No Discrimination, Advisory Committee, Duty of employers to maintain Registers, Inspectors, Penalties Employee's State Insurance Act, 1948: Objective, scope, coverage, benefits, The role of ESI Corporation and ESI Hospitals	15	25
4	The Payment of Gratuity Act, 1972: Application of the Act, Definition, when is Gratuity Payable, to whom is Gratuity Payable, Amount of Gratuity, Procedure for Nomination, The Controlling Authority & the Appellate authority, Employers duty to determine amount of gratuity, Recovery of Gratuity. Collective Bargaining: Introduction, Meaning, Characteristics, Nature, Types, Functions, Process, Collective Bargaining in India.	15	25



Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Classification of labour issues: Students need to categorize labour - related issues (e.g., wages, working hours, safety) and upload the PDF file on GMIU Web Portal.	10
2	Safety Inspection Checklist: Students will create a simplified safety inspection checklist based on potential safety hazards, compliance points, and preventive measures and upload the PDF report on GMIU Web Portal.	10
3	“Registration Process” Flowchart: Students' will create a flowchart illustrating the steps involved in registration under the act (Contract labour Act) and upload the PDF file on GMIU Web Portal.	10
4	Comparison Chart of Major Labour Laws: Students will prepare a comparative chart covering any three labour laws (e.g., Factories Act, Payment of Bonus Act, Employees' Provident Fund Act). The chart should include objectives, key provisions, and benefits of each law. Students will submit the comparison chart as a PDF on GMIU Web Portal.	10
5	Poster on Employee Rights: Students will create a poster highlighting 10 important rights of workers (such as right to fair wages, health and safety etc). Students will upload the PDF file on the GMIU Web Portal.	10
6	Case Study on Labour Dispute: Students will research and summarize a real-life labour dispute case from India, highlighting the laws involved, actions taken, and the final verdict. They will write a brief (400-500 words) case analysis and upload the document in PDF format on the GMIU Web Portal.	10
7	Attendance	10
Total		70

Suggested Specification table with Marks (Theory): 100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	40%	30%	0%	20%	10%	0%

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.



Course Outcome:

After learning the course, the students should be able to:	
CO1	Learn the fundamentals of labour legislation and key provisions of the Factories Act, 1948.
CO2	Analyze the key provisions, objectives, implementation mechanisms, and dispute resolution processes under the Contract Labour Act, 1970 and Industrial Disputes Act, 1947.
CO3	Examine key provisions and compliance aspects of the Equal Remuneration Act and the ESI Act..
CO4	Evaluate the provisions of the Payment of Gratuity Act, 1972 and the concept, process, and significance of Collective Bargaining in India.

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction. Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses. The internal evaluation will be done on the basis of Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

- [1] P.K. Padhi: Labour and Industrial Laws, Pearson, 4th Edition, 2022.
- [2] S.N. Mishra: Labour and Industrial Laws, Central Law Publications, 29th Edition, 2021.
- [3] Taxmann: Labour Laws – A Complete Guide to Labour Law Compliance in India, Taxmann Publications, 3rd Edition, 2023.
- [4] H.L. Kumar: Labour Laws: Everybody Should Know, Universal Law Publishing, 6th Edition, 2020.
- [5] Dr. V.G. Goswami: Labour and Industrial Laws, Central Law Agency, 12th Edition, 2019.

