



**Shri Vaishnav Vidyapeeth Vishwavidyalaya**  
**Shri Vaishnav Institute of Law**  
**Generic Electives for UG programs in the light of NEP-2020**

**GULAW301- 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*
GULAW301	GE	LEGAL PROVISIONS OF SAFETY AT WORKPLACE	4	0	0	4	60	20	20	0	0

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

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

**Course Educational Objectives:** The student will be able to

1. Create awareness about statutory framework including the enactment of a general enabling legislation on OHS in respect of all sectors of economic activities.
2. Reducing the incidence of work-related injuries, fatalities and diseases
3. Know the problems and solutions related workplace towards Women and Children

**Course Outcomes (CO's):** The students will be:

1. Provide a system of incentives to employers and employees so that they achieve higher health and safety standards.
2. Establish and develop research and development capabilities in emerging areas of risk and effective control measures.
3. Reducing the cost of workplace injuries and diseases.

**COURSE CONTENT:**

**UNIT-I: Overview of Safety Legislations in India**

1. Occupational Health and Safety legislation
2. Constitutional provisions and legal safeguards
3. Relevant provisions of The Mines Act, 1952

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**UNIT- II: Compensation in accidental cases**

1. Compensation Law in Fatal Accidents Act, 1977, Motor Vehicle (Amendment) Act, 2019 and Employer Liability Act, 1935
2. Industrial safety
3. Environmental destruction in Bhopal —Shriram Gas Leak case

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

1. The Employees' Compensation Act, 1923
2. Employee State Insurance Act, 1948
3. Compensation under the Acts and Insurance claims

**UNIT - IV: Industrial Injuries and Social Security Plans**

1. Employers Liability - Medical Insurance, Public Liability Insurance Act 1991
2. Social Security: Five-year plan National Commission on Labour Provident Fund, Pension and Gratuity, Social Security for Unorganized Labour: Employee stock option, workers cooperatives.

**UNIT- V: Equality and Empowerment of Women and Children**

1. Laws relating to equality and empowerment of women
2. Overview of The Maternity Benefit Act, 1961
3. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
4. Child Protection in India in reference to workplace

  
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**REFERENCES:**

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

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