



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
GULAW401	GE	LAWS GOVERNING EMPLOYMENT IN INDIA	3	0	0	3	60	20	20	0	0

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

1. Describe the Employment Relationship
2. Describe the process of hiring Employees
3. Identify workplace Safety
4. Summarize legal Issues

1. Discuss all the necessary information you need to know about employees and independent consultants,
2. Understand the consequences responsible for, taxes, discrimination issues, unionization, and workplace safety.
3. Able to analyse the difference between national and international status

UNIT- I: Historical background and Introduction to Labour Law

1. Genesis of Labour Laws
2. Objective and principles of Labour laws development in India
3. Impact of Liberalization and globalization on the Labour Policy of India

UNIT – II: Overview of Constitutional and Legal Provisions

1. Constitutional provision relating to Employment.
2. The Employees Compensation Act, 1923
3. The Employees State Insurance Act, 1948
4. The Unorganized Workers Social Security Act, 2008



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

GULAW401- LAWS GOVERNING EMPLOYMENT IN INDIA

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UNIT-III: Wages

1. Objectives and scope of the Code on the Wages, 2019
2. Minimum Wages, Payment of wages, Deductions and recovery, fines
3. Equal Remuneration

UNIT- IV: Social Security

1. Code on Social Security, 2020
2. Social Security Organisations and The Concept of Arising Out of and in the Course of Employment
3. Maternity Benefits

UNIT-V: Instruments of Economic Coercion

1. Strike
2. Lockout
3. Layoff
4. Retrenchment and Closure
5. Legal Controls and Protected Workmen

REFERENCES:

Bare Acts:

1. Code on Social Security, 2020
2. Code on Wages, 2019
3. Industrial Dispute Act, 1947
4. Minimum Wages Act, 1948
5. Trade Unions Act, 1926



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1. Garg, K.C., Sharma, M., Sareen, V.K. (2002). *Commercial and Labour Laws*. Ludhiana: Kalyani Publishers.
2. Kumar H.L., (2000). *Practical Guide to Labour Management*. New Delhi: Universal Law Publishing.
3. Kumar H.L., (2002). *Practical Guide to Contract Labour - Regulation & Abolition Act & Rules*. New Delhi: Universal Law Publishing.
4. Mishra, S.N. (2019). *Labour and Industrial Laws*, Prayagraj: Central Law Publications
5. Reshma, A. (2000). *Labour Law*. New Delhi: Himalaya Publication House.
6. Singh, A. (2002). *Introduction to Labour & Industrial Law*. New Delhi: LexisNexis.

1. All India Reporter
2. Manupatra Database
3. Supreme Court Cases