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ANDHRA UNIVERSITY, VISAKHAPATNAM
PART – II, B.A. – (CBCS) GENERAL COURSE STRUCTURE
HUMAN RESOURCE MANAGEMENT
II Year B.A. HRM – Semester – IV
LABOUR LEGISLATION

LABOUR LEGISLATION

SYLLABUS:

Unit-I: Indian Constitution and Labour Legislation, Classification of Labour Laws, Recruitment and Working Conditions, Welfare and social security and Industrial relations. Agencies for implementation of labour legislation.

Unit-II: The factories Act, 1948 and A. P. Rules. The Mines Act, 1952

[Hours of work, Overtime, Health, Safety, Welfare and Leaves]

Unit-III: The A. P. national and festival holidays Act 1974, The A.P. shops and establishments act, 1988 and its rules.

Unit –IV: The Employees State Insurance Act, 1948, The Employees Provident Fund and miscellaneous Provisions Act, 1952, Maternity benefits Act, 1961, The payment of Gratuity Act, 1972 (Calculation of contributions and benefits)

UNIT – V: Industrial Disputes Act, 1947 – definitions, provisions methods of dispute settlement, conciliation, types of agreements and settlement, strike, lockout, lay-off, retrenchment), Industrial Employment (Standing Orders) Act, 1946 (method of framing standing orders of a company), The Trade Union Act, 1926(provisions regarding definition of a union and registration) and government procedure for recognition of union as a bargaining agent.

Text Books:

1. Malik, P.L., Industrial Law, Eastern Book Co., Lucknow.
2. Sharma, A.M., Industrial Jurisprudence and Labour Legislation, Himalaya Publishing House, Mumbai.
3. Srivastava S. C., Industrial Relations and Labour Laws, Vikas Publishing House, 2012
4. Andhra Pradesh Labour Rules.