



SARDAR PATEL UNIVERSITY

Vallabh Vidyanagar

(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))

Master of Social Work (Human Resource) – Semester II

(With Effect from June 2021)

Paper Code PA02CSHR53	Title of the paper Business and Employment Law	Credits: 05
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Course Objectives	<ul style="list-style-type: none"> • To acquaint with the business and allied laws • To acquaint the students with Legal provisions of Labour Laws in India • To develop implementation skills of various Industrial and labour laws
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Course Outline:		
Unit	Unit Description	Weightage*
1	Contract Act 1872 & Companies Act 2013	20%
	1. The Indian Contract Act, 1872 -Agreement vis-à-vis contract, void agreement & voidable contract- Consideration – essential elements- Capacity to contract- Free consent – Legality of object – Contingent contracts-Consequences of breach of contract– Quasi Contract-Indemnity and guarantee– Agency– types of agency, agent’s duty. 2. The Companies Act- definitions- Lifting the corporate veil-Registration and incorporation-Memorandum of Association– Doctrine of Ultravires–Articles of Association–Doctrine of Indoor Management-Prospectus- Shares, kinds of share capital- Debentures- Directors- Position, Appointment, Removal, Power & Duties- Meetings-Winding up-other important provisions of the Companies Act 2013	
2	The Partnership Act, 1932 &The Negotiable Instruments (Amendment and Miscellaneous Provisions) Act, 2002:	20%
	1. Nature of Partnership- Relation of partners-Incoming and outgoing partnersDissolution of Firm-Registration of Firms-effect of non-registration. Sale of goods Act 2. Notes, Bills and ChequesPromissory notes, Bills of exchange and cheques (Demand drafts, payment orders etc.)-Drawer, Drawee, Acceptor, 3. Holder- Endorsement—Negotiation - Cross Cheques-Offences by companies	
3	Laws relating to the Working, Employment Conditions and Industrial Relations	20%

	1. The Factories Act, 1948 2. The Industrial Dispute Act, 1947 3. The Industrial Employment (Standing Orders) Act, 1946	
4	Code on wages, 2019	20%
	1. Payment of Wage Act, 1936 2. Minimum Wages Act, 1948 3. Payment of Bonus Act, 1965 4. Equal Remuneration Act, 1976	

***Units will have the same weightage in the evaluation as suggested in the course outline**

Teaching-Learning Environment	The course would be taught /learnt through various means like lectures, discussions, assignments (individual / group), viva-voce, seminars, and presentations and browsing e- resources and organisational visits and projects (classroom and field)..
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Evaluation Pattern		
Sr. No	Details of the Evaluation	Weightage
1	Internal Written/Practical Examination	20%
2	Internal continuous assessment in the form of practical, Viva-voce, Quizzes, seminars, assignments, attendance, participation in co-curricular and extra-curricular activities	10%
3	University Examination	70%

Note: Students will have to score a minimum of 40 (forty) percent to pass the course

Course Outcome: Having completed this course, student should be able to	
	<ul style="list-style-type: none"> To equip themselves with the business and industrial laws. To acquaint themselves with the new labour code on wage; which is being implemented in the year 2019 To understand about the laws pertaining to the employees' working conditions and industrial relations. Carry out projects that enable them employable and up scale their skills.
Suggested References	
1	<i>Dhanpat rai's industrial and labour laws for LLB</i> by S. P. Jain, Simmi Agrawal. (n.d). Law-all.com Buy Books, Guides, & Periodicals for CA, CS, Law etc. https://law-all.com/index.php?route=product/product&product_id=2122
2	<i>Labour and Human Resources, Management forms and procedures</i> (4th Edition). (2011). SnowwhiteIndia. http://www.snowwhiteindia.com/book_detail.php?book_id=818&product_name=GUIDE-ON-LABOUR-AND-HUMAN-RESOURCES
3	Malik, P. L., & Malik, S. (2011). <i>P.L. Maliks industrial law: A manual of central labour and industrial laws incorporating state amendments with rules, regulations, select notifications, and case law along with recent press releases</i> . Lucknow: Eastern Book.

4	Sharma, R. (2016). <i>Industrial relations and labour legislation</i> . PHI Learning Pvt.
5	Singh. (2009). <i>Labour laws for managers</i> . Excel Books India.