

13.1 - INDUSTRIAL LEGISLATION

UNIT – I

The factories Act 1948 : Objectives of the Act – Health, Safety and welfare measures – Working Hours - Weekly Holidays - Annual Leave with Wages – Employment of Women and Young Persons – Production and Safeguards available to Women and Young Persons.

UNIT – II

The Industrial Disputes Act, 1947: Objectives of the Act – Authorities under the Act for Prevention and Settlement of Industrial Disputes – Arbitration – Award and Settlement – Strikes and Lockouts – Layoff, Retrenchment and Closure Provisions – Unfair Labour Practices.

The Trade Unions Act, 1926: Objectives of the Act – Registration of Trade Unions – Rights and Duties and Liabilities of a Registered Trade Union – Amalgamation and Dissolution of Trade Unions.

UNIT – III

The Minimum Wages Act, 1948: Objectives of the Act – Fixation and Revision of Wages – Safeguards in payment of Minimum Wages – Enforcement of the Act – Penalty for Offences.

The payment of Wages Act, 1936: Objectives and Scope of the Act – Rules Regarding Payment of Wages – Authorised and unauthorized deductions from Wages – Powers of the Inspectors – Penalty for Offences.

UNIT – IV

The Employees State Insurance Act, 1948 : Objectives of the Act – E.S.I. Corporation, Standing Committee, Medical Benefit Fund – Employees State Insurance Fund – Rules regarding Contributions – Benefits under the Act – Employees Insurance Court and its Powers.

UNIT – V

The Provident Fund Act, 1952 : Objectives of the Act – Employees Provident Scheme – Employees Family Pension Scheme and Fund – Employees Deposit – Linked Insurance Scheme and Fund – Administration of Scheme – Determination of Moneys due from Employers and their Recovery.

Workmen Compensation Act, 1923 : Objectives of the Act – Accidents arising out of and in the Course of Employment – Occupational Disease – Compensation for Death, Permanent Total Disablement, Permanent Partial Disablement and Temporary Disablement.

BOOKS FOR REFERENCE:

1. Industrial Law – K.R. Bulchandani - HPH.
2. An Introduction to Labour and Industrial Laws – Dr.S.K.Puri.
3. Handbook of Industrial Law – N.D.Kapoor – Sultan Chand and Sons.
4. Economics of Labour and Industrial Relations – Dr.T.N.Bhogoliwal – Sahitya Bhavan.
5. Corporate and other Laws – G.K.Kapoor – S.Chand and Sons.
6. Personnel Management and Industrial Laws – P.S.Narayana and P.C.K.Rao.
7. Elements of Industrial Law – N.D.Kapoor – Sultan Chand and Sons.
8. Handbook of Labour Laws and Industrial Relations – Bose and Mukerjee.
9. Labour Welfare in India – K.N.Vaid.
10. Economics of Labour and Social Welfare – Dr.T.N.Bhogoliwal – Sahitya Bhavan.