

ELECTIVE – INDUSTRIAL LEGISLATION:

OBJECTIVE:

To enable the students to acquire an expert knowledge on the fundamentals principles of industrial laws and also the provisions of the Acts included in this programme.

UNIT – I

Objectives and Principles of Industrial Law – History of labour legislation during the pre-Independence and post-independence period – Indian constitution as the source of Industrial laws – I.L.O's conventions and recommendations and their impact on Industrial Laws.

UNIT – II

The factories Act 1948 : Objectives of the Act – Health, Safety and welfare measures – working hours, holidays, annual leaves with wages – Employment of women and young persons – welfare measures for women including maternity benefits.

The Industrial Employment (Standing Orders) Act 1946: Objectives and scope of the Act – Matters to be provided in Standing Order – Procedure for submission and certification of standing orders – enforcement of the Act – other provisions relating to standing orders.

UNIT – III

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 Lock-outs – 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 – IV

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 the wages – Authorised and unauthorized deductions from wages – Powers of the Inspectors – Penalty for offences.

The Payment of Bonus Act 1965: Objectives and scope of the Act – Eligibility and disqualification for bonus – Determination of Available surplus and allocable surplus – set off and set off rules – payment of Bonus by new establishments – penalty for offences.

UNIT – V

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.

The Provident Fund Act 1952

Objectives of the Act – Employees Provident Fund Scheme – Employees Family Pension Scheme and Fund – Employees Deposit – Linked Insurance Scheme and Fund – Administration of Schemes – Determination of moneys due from employers and their recovery.

Workmen Compensation Act:

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:

Malik, P.L., Industrial Law, Easterns Books Co.
Bulchandani, K.R. Industrial Law, Himalayan Publishing House.
Dr.Puri, S.K., An Introduction to Labour and Industrial Laws.
Kothari, G.L.Labour Law and Practice in India.
Rohatgi & Chopra, Industrial Law.
N.D.Kapoor, Industrial Law.
Dr.T.N.Bhogoliwal, Economics of Labour and Social Welfare.
Saxena, Labour Problems and social Welfare.
Labour Law Journal, Madras.