

Special Paper III  
Labour Laws

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| Semester VI | ✓ | Subject Code: BB61705C | Lectures: 60 |
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**Objectives:**

The syllabus aims in equipping students with,

- To provide In-depth knowledge of the concepts and principles of law various acts
- To give the brief idea about the framework of Indian Labour Law
- To orient students about the legal aspects of Industries and Organizations

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| <b>Unit 1: Introduction to Labour Legislations</b>   | <b>12</b> |
| <ul style="list-style-type: none"> <li>• Industrial Revolution &amp; Need for Labour Legislations</li> <li>• Nature &amp; Development of Labour Legislations in India</li> <li>• Objectives of Labour Legislations</li> <li>• Principles of Modern Labour Legislations – Principle of Protection, Principle of Social Justice, Principle of Regulation, Principle of Welfare, Principle of Social Security, Principle of Economic Development, Principle of International Obligation</li> <li>• Classification of Labour Legislations</li> <li>• Fundamental Rights &amp; Labour Legislations</li> <li>• ILO and its Objectives</li> </ul> |           |
| <b>Unit 2: The Employees Provident Funds And Miscellaneous Provisions Act, (1952)</b>  | <b>10</b> |
| <ul style="list-style-type: none"> <li>• Scope, Application and Definitions</li> <li>• Schemes under the Act - Employee Provident Fund Scheme, Employees Pension Scheme and Fund, Employee Deposit Linked insurance Scheme</li> <li>• Implementations of Schemes –<br/>1. Central Board 2. Executive Committee 3. State Board</li> <li>• Membership of the Fund</li> </ul>   |           |

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| <b>Unit 3: The Employees State Insurance Act, (1948)</b> | <b>14</b> |
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| <ul style="list-style-type: none"> <li>• Scope, Application and Definitions</li> <li>• Administration of the Scheme –Employees’ State Insurance Corporation, Standing Committee, Medical Benefit Council, Officers</li> <li>• Finance &amp; Audit –             <ul style="list-style-type: none"> <li>➤ Employees’ State Insurance Fund</li> <li>➤ Accounts, Audit &amp; Valuation of Assets and Liabilities</li> </ul> </li> <li>• Contributions –             <ul style="list-style-type: none"> <li>➤ Rate of Contribution</li> <li>➤ Rules regarding Contribution</li> <li>➤ Machinery for Recovery of Arrears</li> </ul> </li> <li>• Benefits – Sickness Benefit, Maternity ,Disablement Benefit, Dependant’s Benefit, Medical , Funeral Expenses</li> <li>• Disputes Claims</li> <li>• Penalties (Punishments)</li> </ul> |  |
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| <b>Unit 4: Maternity Benefits Act, (1961)</b>   | <b>06</b> |
| <ul style="list-style-type: none"> <li>• Scope, Application and Definitions</li> <li>• Prohibition of Employment</li> <li>• Maternity Benefit –             <ul style="list-style-type: none"> <li>➤ Notice of Claim for Maternity Benefits</li> <li>➤ Right to Payment of Maternity Benefits</li> <li>➤ Payment of Maternity benefits in case of death of women</li> <li>➤ Payment of Medical Bonus</li> </ul> </li> <li>• Leave &amp; Nursing Breaks</li> <li>• Offences &amp; Penalties</li> <li>• Maternity Benefits Amendments Act 2017</li> </ul> |           |

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| <b>Unit 5: The Unorganized Workers Social Security Act ,(2008)</b>  | <b>06</b> |
| <ul style="list-style-type: none"> <li>• Scope, Application and Definitions</li> <li>• Social Security Benefits</li> <li>• National Social Security Board for Unorganized Workers</li> <li>• State Social Security Board for Unorganized Workers</li> <li>• Registration</li> </ul> |           |

\*Contact hours – 12 hours



**Recommended Text Book:**

1. *Business Law*, G. M. Dumbre, Success Publications, Pune
- 2., *Labour Laws for Managers*, B.D.Singh, Excel Book
3. *Elements of Mercantile La*, N.D.Kapoor, Sultan Chand & Sons, w

**Reference Books:**

1. *Bare Acts*
2. S.P.Jain, *Industrial and Labour Laws* — Dhanpatrai
3. P.L. Malik, *Industrial Law - Eastern*
4. *Labour Laws*-, Taxman
5. *Labour& Industrial Laws*-S.K.Puri Allahabad Law Ag.
6. *Labour& Industrial Laws*-Goswami V.G. Central law Aguy
7. *Labour& Industrial Laws*- Mishra S.N. Central law
8. *Labour& Industrial Laws*- K.M.Pillai A.L.A.

