

**Special Paper III
Labour Laws**

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

Unit 1: Introduction to Labour Legislations	12
<ul style="list-style-type: none"> • Industrial Revolution & Need for Labour Legislations • Nature & Development of Labour Legislations in India • Objectives of Labour Legislations • 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 • Classification of Labour Legislations • Fundamental Rights & Labour Legislations • ILO and its Objectives 	
Unit 2: The Employees Provident Funds And Miscellaneous Provisions Act, (1952)	10
<ul style="list-style-type: none"> • Scope, Application and Definitions • Schemes under the Act - Employee Provident Fund Scheme, Employees Pension Scheme and Fund, Employee Deposit Linked insurance Scheme • Implementations of Schemes – <ol style="list-style-type: none"> 1. Central Board 2. Executive Committee 3. State Board • Membership of the Fund 	

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

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

*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 LawAg.
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.

