

<b>COURSE TITLE</b>	<b>LABOUR &amp; INDUSTRIAL LAW II</b>
<b>COURSE CODE</b>	<b>10FL0701</b>
<b>COURSE CREDITS</b>	<b>4</b>

**Objective:**

- 1 To be familiar with the provisions of various labour laws relating to industrial relations, wages and social security and how there has been judicial precedents in this regard.
- 2 To acquaint the students of law with theoretical as well as practical knowledge of labour & Industrial legislations.
- 3 To enable the students of law understand the importance of implementing Labour & Industrial Laws as its non-adherence attracts penal provisions and it also severely affects the reputation of the establishment.
- 4 To be familiar with the provisions of various labour laws relating to industrial relations, wages and social security and how there has been judicial precedents in this regard

**Course Outcomes:** After completion of this course, student will be able to:

- 1 Understand the labour legislations and various other provisions thereby.
- 2 Apply the knowledge of various labour laws and become aware of the social security and labour welfare.
- 3 Analyze the scope and objectives of labour laws and enable students to understand the reforms required in the law to cope up the recent developments taking place.
- 4 Assess and develop a higher thinking order relating to the labour administration and justice.

**Pre-requisite of course:** • To acquaint the students of law with theoretical as well as practical knowledge of labour & Industrial legislations. • To enable the students of law understand the importance of implementing Labour & Industrial Laws as its non-adherence attracts penal provisions and it also severely affects the reputation of the establishment. • To be familiar with the provisions of various labour laws relating to industrial relations, wages and social security and how there has been judicial precedents in this regard

**Teaching and Examination Scheme**

<b>Theory Hours</b>	<b>Tutorial Hours</b>	<b>Practical Hours</b>	<b>ESE</b>	<b>IA</b>	<b>CSE</b>	<b>Viva</b>	<b>Term Work</b>
3	1	0	50	30	20	0	0

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Introduction: Social Security and Labour Welfare</b> • Concept, • Evolution and Constituents of Social Security, • Object of Social Security Laws, • Social Security and Constitution, • ILO on social security	10

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
2	<b>Social Security: Industrial Injuries</b> • The Employees' Compensation Act, 1923 - Scope, objects, coverage and definitions, Liability of the employer to pay compensation - Personal injury, accident, arising out of and in the course of employment, Doctrine of Notional extension and occupational diseases - Determination and Distribution of Compensation, Principal employer's right of indemnity - Commissioner's powers and functions, • Comparison with social security code 2020	10
3	<b>Social Security: Social Insurance</b> • The Employee's State Insurance Act, 1948 - Objects, applications and 'Seasonal Factory' – Definitions - E.S.I. Corporation - E.S.I. Funds, payment of Contributions - E.S.I. Benefits - Adjudication of disputes – E.S.I. Court – Penalties, • Comparison with social security code 2020	10
4	<b>Other Social Security Legislations</b> The Maternity Benefits Act, 1961 along with Amendment Act 2017 • Object and Application - Eligibility and maternity benefits - Notice of claim - Prohibition against dismissal, wage deduction - Powers and duties of Inspectors, • The Employee's Provident Funds and Miscellaneous Provisions Act, 1952 - Scope, coverage, application and Definitions - Authorities, their powers and functions Contributions - Employees Provident Fund scheme, Employees' Pension Scheme and Deposit linked Insurance Scheme - Penalties, • The Payment of Bonus Act, 1965 - Bonus Commission - Definitions and Coverage - Kinds of Bonus - Eligibility and extent of Bonus - Calculation of Bonus - Available surplus, allocable surplus, set on set off - Forfeiture of Bonus - prior charges – Machinery, • Payment of Gratuity Act, 1972 - Background, object and definitions - Eligibility for payment of gratuity - Forfeiture, exemption, determination - Controlling Authority – Penalties, • Comparison with code on social security 2020	15
<b>Total Hours</b>		<b>45</b>

#### Suggested List of Experiments:

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Issues related to Labour &amp; Industrial Laws</b> Issues related to Labour & Industrial Laws	15
<b>Total Hours</b>		<b>15</b>

#### Textbook :

- 1 Taxmann's, Code on Wages, , NA, Tax and Corporate Laws of India, , 2020

#### Suggested Theory Distribution:

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery					
<b>Remember / Knowledge</b>	<b>Understand</b>	<b>Apply</b>	<b>Analyze</b>	<b>Evaluate</b>	<b>Higher order Thinking / Creative</b>
10.00	10.00	30.00	10.00	20.00	20.00

**Instructional Method:**

- 1 Classroom Teaching
- 2 Seminar
- 3 Tutorial Experiences
- 4 Expert Lectures
- 5 Research Project

**Supplementary Resources:**

- 1 <https://www.ilo.org>