

B.A. LL.B. (Hons.) Semester(CBCS) – V

REVISED

LABOUR & INDUSTRIAL LAW – I

Core Course LBC503

Credit 04

Continuous Evaluation 40 marks

Term End Examination 60 marks

UNIT – I General Introduction

- 1.1 Industrial jurisprudence
- 1.2 Labour policy in India
- 1.3 Industrial revolution in India
- 1.4 Evils of industrializations
- 1.5 Labour problems
- 1.6 Principles of Labour Legislation
- 1.7 Growth of Labour legislation in India

UNIT- II Industrial dispute Act, 1947

- 2.1 Definitions: Industry, Industrial Dispute, Industrial establishment, Unfair Labour Practice, Wages, Workman
- 2.2 Authorities & Notice of change
- 2.3 Reference of certain industrial dispute to grievance settlements authorities, board, courts and tribunals
- 2.4 Power procedure & duties of authorities
- 2.5 Strike, lock out, lay-off, Retrenchment
- 2.6 Penalties

UNIT – III Trade Union Act, 1926

- 3.1 History and Development of Trade Union in India
- 3.2 Definitions: Registrar, Trade Dispute, Workman, Trade Union
- 3.3 Registration of trade union
- 3.4 Rights & liabilities of registered trade union
- 3.5 Recognition of Trade Union, Regulations
- 3.6 Penalties & Procedure
- 3.7 Collective Bargaining and Trade Disputes

UNIT – IV Minimum wages as under THE CODE ON WAGES, 2019

- 4.1 Object, Constitutional validity and Salient features of the Act
- 4.2 Definitions
- 4.3 Minimum wages
- 4.4 Payment of wages
- 4.5 Payment of bonus
- 4.6 Advisory Board
- 4.7 Payment of dues, claims and audits
- 4.8 Inspector cum facilitator
- 4.9 Offences and Penalties

UNIT – V Factories Act 1948

- 5.1 Introduction and changes introduced by the Act
- 5.2 Definition: Hazardous process, Manufacturing process, Worker, Factory, Occupier
- 5.3 Registration & licensing
- 5.4 The inspecting staff
- 5.5 Health & Safety
- 5.6 Working hours of adult
- 5.7 Annual leave with wages
- 5.8 Penalties & provisions

Note: Note: The above units will include whole Acts with recent amendments and the study of important updated relevant cases decided by the Judiciary.

Selected Bibliography

1. Chaturvedi, S.M. : Labour and Industrial Laws
2. Malik P.L.&Malik Sumeet : Handbook of Labour and Industrial Law
3. Ghosh : Industrial Relations and Labour Laws
4. Mishra, S.N. : Labour and Industrial Laws
5. Jain, J.N. & Bhola, Ajay : Modern Industrial Relations and Labour Laws
6. Goswami V.G. : Labour and Industrial Laws
7. Vohra Amit : Industrial labour and General Laws
8. Mishra, S.N. : Shramik Vidhiyan
9. Singh, Indrajeet : Shramik Vidhiyan