

# **B.A. LL.B. (Hons.) Semester(CBCS) – VI**

## **REVISED**

### **LABOUR & INDUSTRIAL LAW –II**

**Core Course LBC603**

**Credit 04**

**Continuous Evaluation 40 marks**

**Term End Examination 60 marks**

#### **UNIT – I The Mines Act, 1952**

Aims, Object, Commencement

- 1.1 Definitions: Employed, Mine, Owner, Serious bodily injury
- 1.2 Inspectors & Certifying surgeons
- 1.3 Committees
- 1.4 Provisions as to health & safety
- 1.5 Hours & limitation of employment
- 1.6 Leave with wages
- 1.7 Penalties & procedures

#### **UNIT- II Bonded Labour System (Abolition) Act, 1976**

- 2.1 Aims, objects and Operation
- 2.2 Definitions: Advance, Agreement, Bonded Debt, Bonded labour, bonded labourer, bonded labour system, Family, Nominal Wages
- 2.2 Abolition of bonded labour system
- 2.3 Extinguishment of liability to repay bonded debt
- 2.4 Implementing authorities
- 2.5 Vigilance committee
- 2.6 Offences & procedure for trial

**UNIT – III Equal Remuneration as under THE CODE ON WAGES, 2019**

- 3.1 Introduction,
- 3.2 Definitions
- 3.3 Minimum wages
- 3.4 Payment of wages
- 3.5 Payment of bonus
- 3.6 Advisory Board
- 3.7 Payment of dues, claims and audits
- 3.8 Inspector cum facilitator
- 3.9 Offences & Penalties

**UNIT – IV**

Child Labour (Prohibition & Regulation) Act, 1986

- 4.1 Object and Scope of the Act
- 4.2 Definitions: Child, Day, Establishment, Family, Occupier, Week, Workshop
- 4.3 Prohibition of employment of children in certain occupation & processes
- 4.4 Regulation of condition of work of children
- 4.5 Miscellaneous: Penalties, Procedure, Employment of Inspector, Power

**UNIT-V**

E. S.I. (Employee Security Insurance) Act, 1948

- 5.1 Object and Scope of the Act
- 5.2 Definitions: Contribution, Dependent, Employment Injury, Employee, Employment, Family, Factory, Manufacturing Process, Occupier, Permanent Partial and Total Disability, Principal Employer, Wages
- 5.3 Corporation, Standing Committee & Medical Benefit Council
- 5.4 Finance & Audit
- 5.5 Contributions and Benefits
- 5.6 Adjudication of disputes and claims
- 5.7 Penalties

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

**Selected BiL Biography**

1. Srivastava, S.C. : Industrial Relations and Labour Laws
2. Kumar, H.L. : Labour and Industrial Law
3. Mishra, S.N. : Labour and Industrial Laws
4. Singh, Avtar & Kaur, Harpreet : Introduction to Labour and Industrial  
Laws
5. Bhatia, S.K. : Constructive Industrial Relations and  
Labour Laws
6. Padhi, P.K. : Labour and Industrial Laws
7. Paul, Meenu : Labour and Industrial Laws
8. Mishra, S.N. : Shramik Vidhiyan
9. Singh, Indrajeet : Shramik Vidhiyan