

(LL.B. Three Years Semester System)

LL.B. IV SEMESTER

PAPER – II

REVISED

LABOUR LAWS

Max. Marks- 80

Min. Marks –29

The details of syllabus of this paper are as under :-

Statutes :

1. Industrial Dispute Act, 1947.
2. Employees Compensation Act, 1923.
3. Trade Union Act, 1926.
4. Factories Act, 1948.
5. The Code on Wages, 2019.
6. M.P. Industrial Act, 1960.

Section -A

1. **Industrial Dispute Act, 1947 : Amended in 2010**
Definition, (S.2)
Authorities under the Act, (S.-3-9)
References of disputes to Board, Courts Tribunals (S 10)
Procedure, Powers and Authorities, (S. 11.21)
Strike and Lockout (S. 22-25)
Lay off and retrenchment (S. 25-A-25-J)
Penalties (S. 26-31)
Miscellaneous (S. 32-40)
All Schedules and all amendments made from time to time.
2. **Employees Compensation Act, 1923 : Employees Compensation (Amendment) Act 2017**
Definitions, (S-2)
Workmans Compensation, S. 3-18)
Commissioners, (S. 19-31)
Rules, 32-36. All Schedules.
All Schedules and amendments made from time to time.
3. **Trade Union Act, 1926 :**
Definition, (Ss 2)
Registration of trade Union, (Ss. 3 to 14)
Rights and Liabilities of registered trade unions, (Ss. 15 to 28)
Regulations, (Ss. 29 to 30)
Penalties and procedures, (Ss. 31 to 33).

Section- B

4. **Factories Act, 1948 :**
Definitions (S. 1 to 7)
Inspecting Staff, (S. 8 to 10)

- Health, (S. 11 to 20)
 - Safety, (S. 21 to 41)(S. 42 to 50)
 - Working hours of Adults, (S. 51 to 66)
 - Employment of Young persons, (S. 67 to 77)
 - Leave with Wages, (S. 78 to 84)
 - Special Provisions, (S. 85 to 91)
 - Penalties and procedures, (S. 92 to 106)
 - Supplement, (S. 107 to 120)
 - All Schedules and all amendments made from time to time.
5. Minimum Wages as under **THE CODE ON WAGES, 2019**
- Definitions
 - Minimum wages
 - Payment of wages
 - Payment of bonus
 - Advisory Board
 - Payment of dues, claims and audits
 - Inspector cum facilitator
 - Offences and Penalties
 - All Schedules and all amendments made from time to time.
6. **M.P. Industrial Relations Act, 1960 :**
- Definitions (S.2)
 - Constitution & functions of the labour courts (Ss. 3-12)
 - Recognition of Union, Cancellation etc. (Ss. 13-24)
 - Representation of employers and employees (Ss. 25-29)
 - Appointment of labour officer (Ss. 30)
 - Change, Notice of change (Ss 31-35)
 - Constitution & functions of Joint Committee, (Ss. 36-38)
 - Role and importance of conciliator, (Ss. 39-48)
 - Arbitration, (Ss. 49-60)
 - Power of Labour Courts.
 - Industrial Court etc. (Ss. 61-78)
 - Constitution & Function of Court of Enquiry, (S. 79)
 - Strikes & Lockout, (Ss. 80-82)
 - Protection of Employees (83-85)
 - Penalties and prosecution, (Ss. 86-112).
 - All amendments up to date.

Section -C

LEADING CASES :

1. Western India Automobile Association, Vs. Industrial Tribunal, Bombay AIR 1949 PC-III
2. Bharat Bank of India Ltd. Vs. Employees of the Bharat Bank, AIR 1950 SC 188.
3. Saurashtra Salt Manufacturing Co. Vs. Bai Valu Raja & Others, AIR 1958 SC 881.
4. Associated Cement Companies (Chaibars Cement Works) Vs. Their Workmen AIR 1960 SC 56.
5. Titagarh Paper Mills Col. Ltd. Vs. Their Workmen, AIR 1959 SC 1095.

BOOK RECOMMENDED :

1. Malik, P.L. : Industrial Law.
2. Pande, V.N. : Text-Book of Labour & Industrial Law.
3. Shrivastava, K.D. : Commentance on Factories Act, 1948.
4. Shrivastava, K.D. : Commentaries on Workman Compensation Act. 1923.
5. Shrivastava, K.D. : Law Relating to Trade Union in India.
6. जी.पी. अरोरा : श्रम विधि
7. उदयपाल जारोली : औद्योगिक एवं श्रम विधि
8. इन्द्रजीत सिंह: श्रमिक विधियां