



# देवी अहिल्या विश्वविद्यालय, इन्दौर

विश्वविद्यालय भवन

इन्दौर 452001

दिनांक 26 SEP 2023

क.शैक्ष./पाठ्य/अधि./2023/1897


## //अधिसूचना//

एतद्वारा सर्व सम्बन्धितों की सूचनार्थ यह अधिसूचित किया जाता है, कि दिनांक 24/08/2023 को सम्पन्न विधि अध्ययन मण्डल के निर्णय अनुसार :-

1. बी. कॉम. एल. एल.बी. (आनर्स), बी.बी.ए.एल.एल.बी.(आनर्स), एवं बी.ए.एल. एल.बी.(आनर्स) के सातवें सेमेस्टर एवं आठवें सेमेस्टर में लेबर एण्ड इंडस्ट्रियल लॉ प्रथम प्रश्न पत्र एवं लेबर एण्ड इंडस्ट्रियल लॉ द्वितीय प्रश्न पत्र का संशोधित पाठ्यक्रम सत्र 2023-24 से लागु किया गया है ।
2. एल.एल.बी. (आनर्स) के प्रथम सेमेस्टर एवं द्वितीय सेमेस्टर में लेबर एण्ड इंडस्ट्रियल लॉ प्रथम प्रश्न पत्र एवं लेबर एण्ड इंडस्ट्रियल लॉ द्वितीय प्रश्न पत्र का संशोधित पाठ्यक्रम सत्र 2024-25 में लागु किया गया है ।

उक्त संशोधित पाठ्यक्रमों को दिनांक 12/09/2023 को सम्पन्न स्थाई समिति द्वारा मान्य किये जाने कि अनुशंसा को दिनांक 14/09/2023 को सम्पन्न कार्य परिषद् द्वारा मान्य किया गया है। पाठ्यक्रम विश्वविद्यालय की वेबसाइट पर अपलोड है, कृपया उसे डाउनलोड कर उसी अनुसार अध्ययन अध्यापन सुनिश्चित किया जावे ।

आदेशानुसार


  
कुलसचिव

क./पृष्ठां/शैक्ष./अधि./2023/1897  
प्रतिलिपि :-

इन्दौर,दिनांक

26 SEP 2023

1. प्राचार्य/प्राचार्या समस्त विधि महाविद्यालय, दे.अ.वि.वि.इन्दौर।
2. विभागाध्यक्ष,आय.टी. सेन्टर की ओर इस निवेदन के साथ की वे इस अधिसूचना को देवी अहिल्या विश्वविद्यालय इन्दौर की वेबसाइट पर अपलोड करें
3. श्री सचिन प्रधान, आय.आय.पी.एस. की ओर इस निवेदन के साथ की वे इस अधिसूचना को संबन्धित परीक्षा योजना में संशोधन करने हेतु ।
4. कुलपति के सचिव / कुलसचिव के निज सहायक ।
5. उपकुलसचिव/सहायक कुलसचिव (परीक्षा/गोपनीय)
6. सम्बन्धित सहायक संकाय (परीक्षा/गोपनीय)
7. निदेशक,महाविद्यालयीन विकास परिषद् दे.अ.वि.वि. इन्दौर ।
8. डीन, छात्र कल्याण दे.अ.वि.वि. इन्दौर ।

  
सहा.-कुलसचिव  
(शैक्षणिक)

Revised syllabus

Session - 2024 - 2025

Devi Ahilya University, Indore, M.P.

LL.B. (Hons) Revised Syllabus

L.L.B. (Hons) PART - I SEMESTER - I

PAPER IV : Labour And Industrial Law - I

### Unit - I

#### Introduction :

a. Labour Laws – Origin and Development, Nature and Need b. Objectives and Principles of Labour Law Development of Labour Laws in India c. Pre and Post Independence Period Indian Constitution and Labour Laws d. Social Justice - Fundamental Rights – Directive Principles – Judicial Activism and Labour Welfare in India - Impact of Liberalization and Globalization – Labour Policy of India.

### Unit - II


#### Trade Unions and Collective Bargaining :


a. Trade Unionism in India b. Definition of trade union and trade dispute c. Registration of trade unions i) Legal status of registered trade union ii) Mode of registration iii) Powers and duties of Registrar iv) Cancellation and dissolution of trade union v) Procedure for change of name vi) Amalgamation and dissolution of trade union d. Disqualifications of office-bearers, Right and duties of office-bearers and members e. General and Political funds of trade union f. Civil and Criminal Immunities of Registered trade unions g. Recognition of trade union h. Collective bargaining.


### Unit - III

#### Standing Orders :

a. Concept and nature of standing orders b. Scope and coverage of standing orders under Industrial Relations Code 2020 c. Certification process i) procedure for certification ii) appeals against certification iii) Condition for certification iv) Date of operation of standing orders v) Building nature and effect of certified standing orders vi) Posting of standing orders d. Modification and temporary application of model Standing Orders e. Interpretation and enforcement of Standing Orders f. Penalties and procedure.

  
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## Unit – IV

**Resolution of Industrial Dispute** a. Industrial dispute and individual dispute b. Arena of interaction and Participants– Industry, workman and employer c. Settlement of industrial dispute (i) Works Committee (ii) Conciliation Machinery (iii) Court of Enquiry (iv) Voluntary Arbitration (v) Adjudication – Labour Court, Tribunal and National Tribunal d. Powers of the appropriate Government under the Industrial Relations Code 2020 e. Unfair Labour Practice.

## UNIT V :

**Instruments of Economic Coercion** Strikes, lock outs, lay offs - retrenchment and closure - legal controls- protected workman.

## Texts & References

1. Statutory Material – Industrial Relations Code 2020.
2. S.C. Srivastava, Industrial Relations and Labour Law, Vikas Publishing House, New Delhi.
3. Labour Law –
4. Dr. G V Goswami, Labour Industrial Laws, Central Law Agency, Allahabad, Part VI
5. K M Pillai, Labour and Industrial Law, Allahabad Law Agency, Allahabad, Chapter's 4-6
6. O.P. Malhotra, Industrial Disputes Act 1947, Vol. I & II (Old Edition).
7. Indian Law Institute – Cases and Materials on Labour Law and Labour Relations.

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Revised syllabus

Session 2024-25

Devi Ahilya University, Indore, M.P.

LL.B. (Hons) Revised Syllabus

LL.B. (HONS) PART - I SEMESTER - II

PAPER IV: Labour And Industrial Laws – II

**Unit - I – Introduction-**

A). Industrial Jurisprudence B). Industrial Revolution in India C). Evils of Industrialisation D). Labour Policy in India E). Growth of Labour Legislation in India F). Comparative Study of Old And New Labour Laws.

**Unit- II**

**Code on Wages- 2019**

A). Concept of minimum wage, fair wage, living wage and need based minimum wage B). Procedure for fixation and revision of minimum wages C). Fixation of minimum rates of wage by time rate or by piece rate D). Procedure for hearing and deciding claims. E) Definition of wage and Responsibility for payment of wages F). Fixation of wage period and Time of payment of wage G). Deductions which may be made from wages and Maximum amount of deduction, H). Concept of Bonus and payment of Bonus.

**Unit - III**

**Occupational Safety, Health and Working Conditions Code 2020**

A). Concept of “factory”, “manufacturing process” “worker” and “occupier” B). General duties of occupier C). Measures to be taken in factories for health, safety and welfare of workers D). Working hours of adults E). Employment of young person and children F). Annual leave with wages G). Additional provisions, regulating employment of women in factory.

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## Unit – IV

### Code on Social Security 2020

A). Definition of dependant, workman, partial disablement and total disablement  
B). Employer's liability for compensation - Scope of arising out of and in the course of employment - Doctrine of notional extension - When employer is not liable  
C). Employer's Liability when contract or is engaged  
D). Amount of compensation  
E). Distribution of Compensation  
F). Procedure in proceedings before Commissioner  
G). Appeals

### Unit – V Code on Social Security 2020 (Contd.)

A). Social Security- Concept and Organisation  
B). Social Security in respect of Workers  
C). Employees Provident Fund and Employees State Insurance  
D). Family Pension Scheme 1971 and Employees' Pension Scheme 1995; - The changing rules regarding Employees Provident Fund and Pension Schemes;  
E). Gratuity - Concept of gratuity; Eligibility for payment of gratuity; Determination of gratuity; Forfeiture of gratuity  
F). Maternity Benefit- Concept and Provisions  
G). Authorities, Assessment, Compliance, Recovery and Monitoring under the Code

### Selected Bibliography

1. Code on Wages 2019
2. Occupational Safety, Health & Working Conditions Code 2020
3. Code on Social Security 2020
4. S.C. Srivastava, Commentaries on factories Act, Universal Law Publishing House, Delhi
5. H.L. Kumar, Workmen's Compensation Act.
6. Handbook of Labour and Industrial Law- P.L. Malik, Eastern Book Company
7. Labour and Industrial Laws- S.N. Mishra, Central law Publications
8. Labour and Industrial Laws- Avtar Singh, Lexis Nexis Publications

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9. Dr. G V Goswami, Labour Industrial Laws, 8th Edn. – 2004, Central Law Agency, Allahabad, Part VI
10. K M Pillai, Labour and Industrial Law, 10th Edn- 2005, Allahabad Law Agency, Allahabad, Chapter's 4-6
11. O.P. Malhotra, Industrial Disputes Act, Vol. I & II
12. Indian Law Institute – Cases and Materials on Labour Law and Labour Relations

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