

**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.



## **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
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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

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

  