

Paper IV

**LL.B.: Semester-IV
LAW404: LABOUR LAW II**

Teaching Scheme	Examination Scheme
Lectures: 4hrs/Week	Class Test -12 Marks
Tutorials: 1 hr/Week	Teachers Assessment – 6 Marks
Credits: 5	Attendance – 12 Marks
	End Semester Exam – 70 marks

CO Number	CO Statement
CO1	Define the genesis and purposes of the Labour laws
CO2	Discuss the sources of labour laws in India and their significance in protecting the workers' interests.
CO3	Show their legal knowledge in preventing the further exploitation and victimization of the workers in India.
CO4	Analyze the various labour enactments and strive for their effective enforcement for advancing the wellbeing of labour community.
CO5	Evaluate & understand the role of independent judiciary in promoting social justice in the society.
CO6	Criticize the various labour laws and measures amongst the poor, weak and vulnerable sections of society.

Unit-I : Workmen's Compensation Act, 1923 (Sec.1-10, 12, 14, 14A, 17 & 20)

Conceptual frame work of Social Security-Evolution and concept of Social Security, Scheme of Social Security, Workmen's Compensation Act, 1923 : Definitions, Aims & Object, Liability of Employer, Notional Extension & Defences, Determination of Amount of Compensation, Compensation when due-Penalty for default, Contracting Out (Sec.17), Appointment & Powers of Commissioner (Sec.19-31)

Unit-II : Maternity Benefit Act, 1961 (Sec.3-18)

Aims & Object, Definitions, Restriction on employment, Right to Maternity Benefit, Medical Bonus, Leave Dismissal during Pregnancy (Sec.10-16), forfeiture of Maternity benefit, Leave for Miscarriage, Penalty for contravention of Act by Employer, Cognizance of offences. The Payment of Gratuity Act, 1972 : Aims and Objects of Act, Definition, Controlling Authority, Payment of Gratuity, Recovery of Gratuity, Determination of the amount of Gratuity

Unit-III : Minimum Wages Act, 1948

Theories and Concept of Wages , Aims & Objects of Act, Definition, Fixation & Revision of rates of Wages, Working Hours and Determination of Wages and Claim etc. Authority- Appointment & Powers of the Authority.

The Equal Remuneration Act, 1976, Payment of Remuneration at equal rates to Men and Women workers and other matters.

Unit-IV: Payment of Wages Act, 1936

Aims & Object, Responsibility of Payment of Wages, Time of Payment of Wages & Fixation of Wage Period, Authorized Deductions (Sec.7 to 13), Appointment & Powers of Inspectors and Authority for Adjudication of Claims (Sec.15-18), Penalty for offences under the Act.

The Payment of Bonus Act : Scope and Application, Definition, Computation of Gross profit and available surplus, Eligibility for Bonus, Disqualification for Bonus, Minimum and Maximum Bonus

Acts

1. Workmen's Compensation Act, 1923
2. Maternity Benefit Act, 1961
3. Payment of Wages Act, 1936
4. Minimum Wages Act, 1948

Books

1. K.D.Srivastava, Commentaries on Minimum Wages Act, 1995, Eastern Book Co.
2. K.D.Srivastava, Commentaries on Payment of Wages Act, 1998, Eastern Book Co.
3. S.B.Rao, Law and Practice on Minimum Wages, 1999

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