

## **Labour Laws**

Objectives: To acquaint students with the Labour Laws enacted in India

Unit- I Need for labour legislation - principles of labour legislation The Factories Act 1948 object, definitions, approval, Licensing and registration of factories, health, safety and welfare, provisions relating to hazardous processes - employment of women and children.

UNIT-II The Trade Unions Act, 1926 - definition, object - certain acts to apply to registered trade union registration of Trade unions - cancellation of registration and appeal - rights and privileges - duties and liabilities, amalgamation of trade unions- Dissolution. The Industrial Disputes Act, 1947 – definitions- Authorities under the Act, reference of disputes - arbitration - award and settlement - lay - off and retrenchment, strikes and lock outs - closure - special provisions relating to them.

UNIT-III The Workmen's Compensation Act, 1923 - objects - definitions - employer's liability for compensation - amount of compensation, method of calculating compensation, distribution of compensation - notice and claim - return as to compensation - The Minimum Wages Act, 1948 - objects - definitions.

UNIT-IV The Employees State Insurance Act, 1948 - objects - definitions - administration of the scheme - General provisions of the Corporation Committee and Council - contributions, various benefits. The Payment of Wages Act, 1936 - definition - rules for payment of wages - deductions from wages - registers: and records - inspection.

UNIT-V The Payment of Bonus Act, 1965 - objects - definitions - eligibility and disqualifications for bonus determination of surplus - payment of bonus linked with production or productivity. The Employees Provident Fund and Miscellaneous Provisions Act, 1952 -object - definition - Employees provident fund Schemes - Employees Family Pension Scheme and fund.

### **Reference Books**

1. N.D. Kapoor, Handbook of industrial Law, Sultan Chand.
2. D.P. Jain Industrial Law, Konark Publishers.
3. S.N. Misra, labour and industrial laws, Sangam law Agency, Allahabad.
4. S.C. Srivastava, Industrial Relations and labour Laws, Vikas