



Paper: 4:2

LABOUR AND INDUSTRIAL LAW: PAPER I

Full Marks: 100

Pass Marks: 40

Trade Unions Act, 1926: Background: Trade Union movement in India, Constitutional right to form Unions, Role of Trade Union, Collective bargaining; Registration of Trade Unions: procedure and formalities; Cancellation/ Withdrawal of registration; Rights of recognized Union; Trade Union immunities.

Payment of Wages Act, 1936: Definitions; Payment of Wages: employer's primary responsibilities; Authorised deductions; Limit of deductions; Power of inspectors; Payment of Wages Authority: Jurisdiction; Attachment of employer's property for payment of Wages; Penalties.

Industrial Disputes Act, 1947: Definitions; Machineries for settlement of Disputes; References of Industrial Disputes; Awards; Strikes; Lockouts; Lay off : Compensation, Continuous service; Retrenchment: validity, compensation; penalties; Unfair labour practices and victimization

LEADING CASES:

1. Bombay Union of Working Journalist Vs State of Bombay; (1964) ILLJ 351 (SC); A.I.R.1964SC 1617.
2. Bangalore Water Supply & Sewerage Board Vs A Rajappa; (1978)2SCC213.
3. Bandhua Mukti Morcha Vs UOI; AIR 1984 SC 802
4. Christian Medical College Hospital Employees Union Vs CMC Vellore Association; 1988 Lab IC 225; AIR 1988 SC37

RECOMMENDED BOOKS:

1. SKPuri : Labour and Industrial Law
- 2, N Mishra : Labour and Industrial Law
3. KMPillai : Labour and Industrial Law



Paper: 4:3

LABOUR AND INDUSTRIAL LAW: PAPER II

Full Marks: 100

Pass Marks: 40

Workmen's Compensation Act, 1923: Scope and Object; Definitions; Employer's liability and Workman's right to compensation; Employer's Defences against compensation; Compensation Amount; Principles of fixation; Procedure for realization of compensation.

Minimum Wages Act 1948: Concept of wages; living wage, fair wage, minimum wage; Interpretation clauses; Statutory minimum wage; Fixation or revision of minimum rates of wages; Procedures; Payment of minimum wages; Inspectors; Powers; Claims; Procedure to decide claims; Penalties.

Factories Act, 1948: Background; Features of the Act; Definitions; Health, Safety and welfare measures; working hours; Regulatory provisions in the employment of children and young persons; Leave with wages; Special provisions; Penalties and Procedure.

Payment of Bonus Act, 1965: Definitions; Kinds of Bonus; Eligibility for Bonus, Disqualifications; Minimum/maximum bonus; Payment of bonus; Recovery of bonus due from employer, References and disputes.

LEADING CASES/BOOKS : (As recommended for paper 4.2)