

SEMESTER IV
B.Com Professional
LABOUR LAWS
GE - 4
w.e.f 2018 -19 AY

**SCHEME OF INSTRUCTION
EXAMINATION**

Hours per Week : 5
Credits : 5
Instruction Mode : Lecture
Course Code : **BC.06.101.28T**

SCHEME OF

Maximum Marks : 100
Internal Assessment : 40
External Examination : 60
External Exam Duration : 3 Hrs

Course Objective:

To provide an understanding of certain important Labour Laws which have direct relevance to the functioning of companies.

Course Outcomes:

CO 1: Explain the meaning of Bonus, employer and the provisions relating to Payment of Bonus and Wages Act.

CO 2: Discuss the objectives, scope and provisions of Workmen Compensation Act.

CO 3: Examine the provisions of the employees . State Insurance, PF and Gratuity Act and define the relevant terms.

CO 4: Appraise the objectives and provisions of Factories Act

CO 5: Evaluate the objectives and the provisions relating to Industrial Disputes Act.

UNIT I PAYMENT OF BONUS & WAGES ACT

12 Hrs

Application of the act – Meaning of Bonus-Definition of Employee – Employees not eligible for Bonus - Eligibility for Bonus – Disqualification for Bonus – Payment of Minimum and Maximum Bonus - Meaning of Available Surplus and Allocable Surplus- Method for calculation of Bonus- Rights of employees under the act.

Wages Act: Object & Scope-Definitions-Responsibility for Payment of Wages-

Claims arising out of deductions from Wages.

UNIT II WORKMEN'S COMPENSATION ACT

12 Hrs

Objectives and Scope – Definition of the terms:- Accident, Dependent, Disablement and Occupational Disease – Employers liability for Compensation- Situations when the Employer is not liable to pay compensation – Amount of compensation

UNIT III EMPLOYEES STATE INSURANCE , EMPLOYEES PROVIDENT FUND & GRATUITY ACT

12 Hrs

Objectives and Scope – Definition of the terms: - Insured person, Insurable workman and Contribution – Constitution, Powers and Duties of Employees State Insurance Corporation – Employees State Insurance Fund- Types of Benefits available to the employees- Powers of Employees State Insurance Court Employees Provident Fund-Introduction-Application of the Act-Non-Applicability of the Act-Definitions-Schemes under the Act-Determination of Money's due from Employers- Employers not to reduce wages, Transfer of Accounts-Protection against attachment-Power to exempt.

Gratuity Act: Introduction-Application of the Act-Who is an employer?- Important Definitions-When is gratuity payable-To whom is gratuity payable?- Exemptions-Rights & Obligations of Employees-Rights & Obligations of Employer.

UNIT IV FACTORIES ACT

12 Hrs.

Objectives – Definition of the terms:- Factory, Adult, Adolescent, Child, Young person, Manufacturing Process, Occupier, Worker, Hazardous Process,

Inspectors and Certifying Surgeons – Provisions relating to Health, Safety and Welfare of Workers – Working hours of Adults – Provisions relating to Employment of Women and Young persons.

UNIT V INDUSTRIAL DISPUTES ACT

12 Hrs.

Objectives – Definition of the terms: - Industry, Industrial Dispute, Workman, Public utility service, Award, Strike , Lock-Out ,Lay-off, and Retrenchment – Authorities for the settlement of Industrial Disputes :- Works Committee, Conciliation Officer ,Board of Conciliation, Court of Inquiry, Labour Court, Industrial Tribunal and National Tribunal.

Text Books: 1. N.D Kapoor, Mercantile Law and Industrial law, Sultan Chand Publications, New Delhi.

Reference Books

1. K.C Garg, V.K Sareen, Mukesh Sharma, R.C Chawla, Mercantile and Industrial Law, Kalyani Publishers, New Delhi.
2. P.Saravanel and R.Nagarajan, Labour laws, Himalaya Publications, New Delhi.
3. S.S Gulshan and G.K Kapoor, Economic Labour and Industrial Laws, Sultan Chand Publications, New Delhi.
4. N.D Kapoor, Hand Book of Industrial Law, Sultan Chand Publications