




दिनांक :-12.10.2022

सूचना

लखनऊ विश्वविद्यालय, विधि संकाय से सम्बद्ध समस्त महाविद्यालयों (अनुदानित तथा स्ववित्तपोषित) को अवगत कराना है, कि एलएल0बी0 त्रिवर्षीय पाठ्यक्रम के तृतीय सेमेस्टर, लेबर लॉ, विषय कोड-LL-302, क्रम संख्या-2 तथा एलएल0बी0 त्रिवर्षीय पाठ्यक्रम के चतुर्थ सेमेस्टर, लेबर लॉ, विषय कोड-LL-402, क्रम संख्या-2 एवं पंचवर्षीय पाठ्यक्रम के पांचवे सेमेस्टर, लेबर लॉ, विषय कोड-LB-503, क्रम संख्या-3, एवं पंचवर्षीय पाठ्यक्रम के छठे सेमेस्टर, लेबर लॉ, विषय कोड-LB-603, क्रम संख्या-3 का शिक्षण कार्य नये पाठ्यक्रम के स्थान पर पुराने पाठ्यक्रम के आधार पर कराया जाना सुनिश्चित किया गया है।

अतः आप लेबर लॉ विषय का शिक्षण कार्य पुराने पाठ्यक्रम से कराया जाना सुनिश्चित करें। पत्र के साथ पुराने पाठ्यक्रम की छायाप्रति संलग्न है।


(प्रो० (डा०) बी०डी० सिंह)
विभागाध्यक्ष एवं संकायाध्यक्ष
विधि संकाय
लखनऊ विश्वविद्यालय, लखनऊ

LL.B.(Three years course) (Second Year) IIIrd Semester

Paper IV

Labour Law I

Labour Laws -I (Law relating to Labour Management Relation in India)

Unit-I

Industrial Relation, Labour Problem and Labour Policy in India

Trade Union Act, 1926 (Labour Management Relation): History and Development of Trade

Union Movement, Registration of Trade Union, Rights and Liabilities of Registered Trade

Union, Penalties and procedure, Collective Bargaining-Process, Merit and Demerit

Unit-II Industrial Dispute Act, 1947

Scope of Industry, Workmen, Employers, Industrial Disputes, Authorities under the Industrial Dispute Act, 1947; Procedure, Power and Duties of Authorities, Reference of Disputes to Boards, Courts or Tribunals

Unit-III

Strike, Lock Out, Lay Off, Retrenchment and Closure

Unfair Labour Practices, Penalties, Offences by Companies etc. Industrial Employment (Standing Order) Act, 1946

Unit-IV

Philosophy of Labour Welfare, Historical Development of Labour Welfare, The Factories Act, 1948: Interpretation-competent person, Hazardous process, manufacturing process, Worker, Factory, Occupier, Health, Safety and Welfare, Working House of Adults, Employment of young persons, Inspectors-Appointment and Powers.

Acts

1. Trade Union Act, 1926
2. Industrial Dispute Act, 1947
3. Factories Act, 1948

Books

1. John Bowers & Simon Honey Ball, Text Book on Labour Law (1996) Blackstone, London
2. K.M.Pillai, Labour and Industrial Laws
3. V.G.Goswami, Labour and Industrial Laws, 1999
4. Dr. S.K.Puri, Labour and Industrial Laws (New Ed.)
- 5 D.D.Seth, Commentaries on Industrial Disputes Act, 1998

LL.B.(Three years course) (Second Year) IVth Semester
Paper IV
Labour Laws-II (Social Security and Wage Legislation)

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

LL.B. (Integrated) Five Years Degree Course
Vth Semester
Paper IV
Labour Laws -I (Law relating to Labour Management Relation in India)

Unit-I Industrial Relation & Trade Union

(Lectures 10)

- i. Industrial Relation, Labour Problem and Labour Policy in India
- ii. Trade Union Act, 1926 (Labour Management Relation); History and Development of Trade Union Movement.
- iii. Registration of Trade Union, Rights and Liabilities of Registered Trade Union. Penalties and procedure, Collective Bargaining-Process, Merit and Demerit

Unit-II Industrial Dispute Act, 1947

(Lectures 10)

- i. Scope of Industry, Workmen, Employers, Industrial Disputes, Authorities under the Industrial Dispute Act, 1947;
- ii. Procedure, Power and Duties of Authorities,
- iii. Reference of Disputes to Boards, Courts or Tribunals

Unit-III Collective Bargaining Process

(Lectures 10)

- i. Strike, Lock Out, Lay Off, Retrenchment and Closure
- ii. Unfair Labour Practices, Penalties, Offences by Companies etc.
- iii. Industrial Employment (Standing Order) Act, 1946

Unit-IV Labour Welfare

(Lectures 10)

- i. Philosophy of Labour Welfare, Historical Development of Labour Welfare.
- ii. The Factories Act, 1948: Interpretation-competent person, Hazardous process, manufacturing process, Worker, Factory, Occupier, Health, Safety and Welfare, Working House of Adults, Employment of young persons,
- iii. Inspectors-Appointment and Powers.

Acts

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L.L.B. (Integrated) Five Years Degree Course
Vth Semester
Paper IV
Labour Laws-II (Social Security and Wage Legislation)

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

(Lectures 10)

- i. Conceptual frame work of Social Security-Evolution and concept of Social Security. Scheme of Social Security.
- ii. Workmen's Compensation Act, 1923: Definitions. Aims & Object. Liability of Employer.
- iii. Notional Extension & Defences. Determination of Amount of Compensation. Compensation when due-Penalty for default, Contracting Out (Sec.17).
- iv. Appointment & Powers of Commissioner (Sec.19-31)
- v. Employers' Liability Act, 1938: Definitions. Defence of Common Employment. Contracting Out and risks not to be deemed to have been assumed without full knowledge.

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

(Lectures 10)

- i. Maternity Benefit Act, 1961: 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.
- ii. Penalty for contravention of Act by Employer. Cognizance of offences.
- iii. The Payment of Gratuity Act, 1972: Aims and Objects of Act, Definition. Controlling Authority.
- iv. Payment of Gratuity. Recovery of Gratuity. Determination of the amount of Gratuity

Unit-III: Minimum Wages Act, 1948

(Lectures 10)

- i. 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-
- ii. Appointment & Powers of the Authority.
- iii. 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

(Lectures 10)

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

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

Books

- i. S.C. Srivastava. Industrial Relations and Labour Law, Vikas Publishing House, New Delhi
- ii. Indian Law Institute. Cases and Materials on Labour Law and Labour Relations
- iii. P.L. Malik. Industrial Law. Eastern Book Company,
- iv. Dr. Goswami. Labour and Industrial Law, Central Law Agency