



## MANIPAL UNIVERSITY JAIPUR

Faculty of Arts & Law

School of Law

Class: BA LLB (Hons) Semester V

Labour Law-I | LA 1502 | 3104

4 Credits- 56 Sessions (60 Minutes each Session)

Session: July– Dec 16 | Faculty: Kanika Dhaka

**Course Outcomes:** At the end of the course, students will be able to

[LA1502.1 CO.1]. Describe the procedure and effects of social welfare legislation

[LA1502.2 CO.2]. Interpret and illustrate the formation of different Boards and committees under the Labour Laws

[LA1502.3 CO.3]. Analyse the provisions related to the benefits of women under Maternity benefits Act and penal consequences.

[LA1502.4 CO.4]. Understand the procedure of different concept under social welfare legislations and develop skills in entrepreneurship and social welfare.

[LA1502.5 CO.5]. Recall different recommendations of Supreme Court and High Court related to the social welfare legislation.

### C. SYLLABUS

The Industrial Disputes Act, 1947: (a) Historical Development of Industrial Disputes, Legislation in India, (b) Object, scope and reasons, (c) Definition of important terms, (a) Various modes of Settlement of disputes under I.D. Act, 1947, (b) Voluntary Arbitration and compulsory Adjudication, (a) Strike and Lock-out, (b) Lay off and Retrenchment, The Trade Union Act, 1926: (a) (i) Definitions, (ii) Registration of Trade Unions, (b) (i) Rights and Liabilities of Registered Trade Unions, (ii) Recognition of Trade Unions, The Minimum Wages Act, 1948: (a) (i) Concept of Wage, (ii) Minimum, Fair and Living Wages (b) Fixation and revision of minimum wages, Maternity Benefits Act, 1961: (a) Nature of benefits, eligibility, other privileges available, (b) Forfeiture of Maternity Benefit, Role of Inspectors, The Payment of Bonus Act, 1965, (a) Concept and basis for the Calculation of Bonus, (b) Eligibility and disqualification for Bonus.

### D. TEXT BOOKS

1. S.R. Myneni, Labour Laws, Asia Law House, 2015.
2. S.N. Mishra, Labour and Industrial Laws, 20th Edition, Central Law Publications, Allahabad 2015.
3. Khan & Khan's, Labour and Industrial Law, 2nd Edition, Law House, Hyderabad 2014.

