

KLE Society's Law College, Bengaluru

Subject: Labour Laws (odd sem)

II yr of LLB (labour law-I) IV BA LL.B (pre revised)

Course Plan

2018-2019

Objectives of the course

- To help the students to understand industrial relations frame work in our country.
- To understand the impact of constitutional provisions on labour legislations.
- To understand the importance of the maintaining industrial peace and harmony and efforts to reduce the incidents of strikes and lockouts.
- Critical examination of the industrial disputes Act 1947 with decided cases.
- To understand the procedure of imposing punishment for misconduct.
- To understand the framework of social security and welfare legislations existing in our country.

Unit	Topics	Sub topics	Prerequisites- Reading /assignments	No of hrs	Methodology	Supplementary reading	Unit outcomes
Unit-I	Introduction	<ul style="list-style-type: none"> <li>• Industrial Disputes Act, 1947</li> <li>• Historical aspects</li> <li>• Master and slave relationship</li> <li>• Industrial revolution</li> <li>• Laissez faire state</li> <li>• Impact of constitution on Labour Provision</li> <li>• Appropriate Government</li> <li>• Award and settlement</li> <li>• Industrial dispute workman</li> <li>• Strike and lock outs</li> </ul>	S. N Misra S.C Srivastva	10	Lecture, Discussion, And Case studies	Malhotra O.P the <i>law of Industrial Dispute</i>  S.M Chaturvedi, labour and industrial law  G.B Pai, Labour law in India  <i>BWSSB v.A Rajappa</i> <i>AIR 1978SC548</i>	The students will understand about the evolution and growth of industrial jurisprudence and awareness about the importance of legislative and judicial initiations for the protection of the labour a vital element of the country's economy.
Unit-II	Industrial Disputes Act of 1947	<ul style="list-style-type: none"> <li>• Lay off and Retrenchment</li> <li>• clouser</li> <li>• Unfair Labour Practice</li> <li>• Role of Government</li> <li>• Authorities</li> <li>• Adjudication and Arbitration</li> <li>• Restrictions on the right of the employer</li> <li>• Recovery of money due from an employer</li> <li>• Industrial Employment standing orders Act, 1946 and disciplinary enquiry</li> </ul>	S. N Misra S.C Srivastva	15	Lecture and case analysis	Madhavan Pillai,k., <i>Labour and Industrial laws</i> , Labour and labour relations cases and materials, ILJ  International Air ports Authority v. P.K Srivastava (1986) FLR 91 (bom)  Ram Prasad v. State of	The students will know about the procedures and machineries provided under I.D. Act will be manifold.

					Lecture and case discussion	Rajasthan 1993-11LJ 145 (cal)	
Unit III	<ul style="list-style-type: none"> <li>Trade union Act 1923</li> <li>Workmen's compensation Act, 1923</li> </ul>	<ul style="list-style-type: none"> <li>Salient features of the act.</li> <li>Registration and cancellation of Trade unions</li> <li>Funds of the union and immunity enjoyed by the union</li> <li>Workmen's compensation Act, 1923</li> <li>Total and partial disablement</li> <li>Liability of the employer to pay compensation</li> <li>Right of the workman to receive compensation</li> <li>Accident arising out of and in the course of employment.</li> <li>Doctrine of 'added peril</li> </ul>	S. N Misra S. C Srivastva	15		<i>B. R Singh v, UOI SC 1989)2 11J.591</i> <i>T.N.C.S Corporation Ltd v. Poomalai, 1995 LJ 278</i> <i>Syndicate bank v. K. Umesh Nayak AIR 1995 sc 320.</i> <i>Steel and General Mills v. additional District Judge, Rohtak 1972.</i>	<p>The students will understand about the need of unity among the labour class and its privileges under Trade Union Act. &amp;</p> <p>Acquainted to the mechanisms for providing relief to victims of work connected injuries or diseases under Employees Compensation Act.</p>

Unit IV	Labour Welfare Legislations	<ul style="list-style-type: none"> <li>• The Employees state insurance Act, 1948</li> <li>• Corporation, standing committee and medical benefit council</li> <li>• Contributions; benefits</li> <li>• Adjudication of disputes and claims</li> <li>• Penalties</li> <li>• The employees provident fund Act, 1952</li> <li>• Employees provident fund scheme and authorities</li> <li>• The maternity benefit Act, 1961</li> </ul>	S. N Misra S.C Srivastva	15	Lecturer and discussion	<p>Malik P.L., <i>Industrial Law</i></p> <p><i>Co operative Bank Ltd v. Labour Court</i> 1987.</p> <p><i>Peoples Union for Democratic rights v. Union of India, 1982.</i></p> <p><i>Visakha v. State of Rajasthan, 1997.</i></p> <p><i>St of Bombay v. Hospital Mazdoor sabha</i></p> <p><i>St of Mysore v. workers of gold</i> 1958.</p>	The students will know about the social security measures provided in various legislations, scope and its assistance.
Unit V	Minimum wages Act 1948 and contract labour Act	<ul style="list-style-type: none"> <li>• Fixation of minimum rates of wages</li> <li>• Working hours and determination of wages and claims</li> </ul>	S. N Misra S.C Srivastva	15	Lecturer and case analysis	<p><i>Giri V.V., Labour problems in Indian.</i></p> <p><i>PUDR V. UOI</i></p>	The students will know philosophy underlying the Minimum Wages Act and

1979	<ul style="list-style-type: none"> <li>• The factories Act</li> <li>• Essentials features of factories Act</li> <li>• Safety, health and welfare measures and its objects and its essentials features</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>			SC 1982, Asiad Case. <i>Jeewanlal v. state of westbengal</i>	mechanisms to fix and revise minimum wages
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No of handouts-05

No of students Presentation-04

No of case studies-20

No of documents to be screened -01

No of Lecturers/ sharing- 70

No of Guest Lectures-1

No of writing exercise-02

No of Hrs. for revision and Question Paper solving-02

Any links -

Service Learning-

Course Outcome:

Industry/ professional skills- system of adjudication process.

Human values

Course teacher: Dr. Mahantesh B Madiwalar

Academic Coordinator- Dr. Anita M.J

Principal-Dr. ~~H.M. Karjunaiah~~

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