

SUBJECT : LABOUR LAW – I

SUBJECT CODE : HYB

Unit – I : Evolution of Labour Legislations

Origin and development of labour legislation - Object and nature of labour legislation - Evolution of concept of master and servant relationship - Theory of Laissez Faire and state regulation of labour legislation and its special features - Role of International Labour Organization in setting labour standards.

Unit –II : Trade Union Act, 1926

Definitions - History of Trade Union Movement - Registration of Trade Unions - Rights and Liabilities of Trade Unions - Immunities and Privileges of a Registered Trade Union - Trade Union funds - Collective bargaining - Amalgamation and Dissolution of Trade Unions - Recognition of Trade Unions

Unit –III : Industrial Disputes Act, 1947

Scope and applicability and definitions - Appropriate Government; workmen; industry; industrial disputes; award; settlement; Public Utility service; Strike; Lock out; Retrenchment; Lay off; Closure - Machinery for the settlement of industrial disputes – Works Committees, conciliation officers – Board of Conciliation, Court of Inquiry – Labour Court, Industrial Tribunal – National Industrial Tribunal – Reference Power of the Government – Voluntary Arbitration - Unfair labour practices

Unit – IV : Industrial Employment (Standing Orders) Act, 1946

Scope and Definitions - Procedure for Certification of Standing Orders - Duration and modification of Certified Standing Orders - Domestic enquiry and disciplinary proceedings

Unit –V : Law Relating to Wages

1. Minimum Wages Act, 1948

Theories of Wages and Wage Policy - Concept of wages - Living wage, Fair wage and Minimum wage - Fixation of minimum rates of wages - Methodology; procedure; Advisory Boards - Inspectors, powers, claims - Exceptions and offences

2. Payment of Wages Act, 1936

Definitions - Deductions - Authorities under the Act - Inspectors and their powers - Penalty

Statutory Materials :

Industrial Disputes Act, 1947.
Trade Union Act, 1926
Industrial Employment (Standing Orders) Act, 1946
Minimum Wages Act, 1948.
Payment of Wages Act, 1936.

Books Prescribed :

Madhavan Pillai : Labour and Industrial Law
S.N. Mishra : Labour and Industrial Law
V.G.Goswami : Labour Law

Books for Reference

O.P. Malhotra : Industrial Disputes Act
Srivastava : Law Relating to Trade Union
Srivastava : Industrial Employment (Standing Orders) Act
