
LABOUR AND INDUSTRIAL LAW – II (SOCIAL SECURITIES LAW)

Outcome :-

This paper provides an insight into the labour laws dealing with employment, wages, bonus, working conditions and also laws regulating social security measures covering maternity, sickness, occupational diseases, payment of Gratuity, provident fund etc.

Module – 1

Approval, Licensing & Registration of factories - health, safety & welfare of workers-working hours Employment of women & young persons-leave-Authorities & their powers.- Occupational Safety, Health and Working Conditions Code, 2020 - Maternity Benefits Act

Module – 2

Administration of ESI scheme- ESI Corporation-standing committees-medical benefit council- Benefits-E.S.I fund-Liability of the employer – Code on Social Security 2020

Module -3

Employer's liability to pay compensation-nature and extent. Notional extension of time and place of employment- powers of Workmen's Compensation Commissioners.

Module -4

Responsibility for payment of wages-Fixation of wage periods-Deduction & fines-Authorities & adjudication of claim. Fixation & revision of minimum wages- Powers of appropriate government --advisory committee and Board- payment of minimum wages – Code on Wages, 2019



Module -5

Bonus - meaning- eligibility for bonus. Calculation of bonus-Full bench formula- minimum bonus-maximum bonus-forfeiture of bonus-recovery of bonus. Gratuity- meaning –concept of deferred wages- eligibility for gratuity-.forfeiture of gratuity. Employees’ provident scheme-basic features.

Statutory material (With amendments)

1. The Workmen’s’ compensation Act, 1923
2. Employee’s State Insurance Act, 1948
3. Employees Provident Fund Act,1952
4. Maternity Benefit Act, 1961
5. Employees Liability Act, 1936
6. Payment of Bonus Act, 1965
7. Minimum Wages Act, 1948
8. Payment of Wages Act, 1936
9. Fatal Accidents Act, 1976
10. Payment of Gratuity Act, 1972
11. Factories Act, 1948
12. The Employee’s Compensation (Amendment) Act, 2017
13. Employees’ Provident Fund and Miscellaneous Provisions Act, 1952.

Prescribed Readings:

1. S.C. Srivastava, Social Security Laws, Eastern Book Co. (Latest Edition)
2. Victor George, Social Security and Society.
3. Harry Calverty, Social Security Law.
4. Julian Fulbrook, Law and Worker Social Security.
5. R.N. Choudhary, Commentary on the Workmens’ Compensation Act,1923, Orient Publishing Co. ((Latest Edition).
6. KD. Srivastava, The Payment of Bonus Act,1965,Eastern Book Company ((Latest Edition) 78
7. R.G. Chaturved, Law of Employees Provident Funds, Bharat Law House (2000).
8. P.R.Bagri – Law of Industrial Disputes
9. O.P. Malhotra – Labour Law



10. Labour Law and Labour Relations – Indian Law Institute
 11. V.V.Giri – Labour problems in Indian Industry
 12. H.K.Saharay – Labour and Social Laws
 13. Mishra – Labour and Industrial Laws
-

