

2. INDUSTRIES AND LABOUR LAW

Sr. No.	Unit
1	<p>Introduction to industrial and labour legislation</p> <ul style="list-style-type: none"> • Introduction • Needs for labour legislation • The objective of labour legislation • Importance of labour legislation • The principles of the 6th labour policy of I.L.O • Introduction to employee relations • Importance of employee relations • Employee relations • Origin & growth of labour relations • Objectives of labour relations • Keywords • Exercise
2	<p>Factories act, 1948 and Employment exchanges act,1959</p> <ul style="list-style-type: none"> • Introduction • Objective of the Act • Scope and Applicability of the Act • Definitions • Approval, Licencing and Registration of Factories • The Inspecting Staff • Provisions relating to Health • Provisions relating to Safety • Provisions Relating to Hazardous Processes • Welfare of Workers • Working Hours of Workers • Employment of Young Persons • Annual Leave with Wages • Conclusion • The Employment Exchange Act, 1969 • The object of Employment Exchange Act • Conclusion • Keywords • Exercise
3	<p>Trade unions act,1926 and Labor welfare fund act,1948 TRADE UNIONS ACT, 1926</p> <ul style="list-style-type: none"> • Introduction- Trade unions act, 1926 • Key Provisions of the Trade Union Act, 1926 • Object of the Trade Unions Act

	<ul style="list-style-type: none"> • Sections of Trade Unions Act • Registration of Trade Union • Forms of Trade Union • Functions of Trade Union • Classifications of Trade Union <p>LABOUR WELFARE FUND ACT, 1948</p> <ul style="list-style-type: none"> • Introduction • Purpose • Key Provisions • Coverage • Exemptions • LWF Board • Functions • Benefits • How to Claim Funding of LWF • Compliance with LWF Regulations • Registration of LWF
4	<p>Industrial disputes act,1947</p> <ul style="list-style-type: none"> • Introduction • Meaning • Objectives • Controversy Regarding the Industrial Disputes Act, 1947 • Applicability and important definitions • Authorities and sections under the Act • Exercise
5	<p>Industrial employment (standing orders act)1946</p> <ul style="list-style-type: none"> • Object of the Act • Important Legal Provisions: <ul style="list-style-type: none"> ○ Applicability of Act: ○ Important Definitions: ○ Submission of Draft Standing Orders: ○ Conditions for certification of Standing Orders: (Section 4) ○ Certification of S.O. : (Section 5): ○ Appeals : (Section 6): ○ Date of operation of S.O.: (Section 7) ○ Register of S.O. : (Section 8) ○ Publication of S.O.: (Section 9): ○ Modification of S.O. :(Section 10): ○ Temporary application of Model S.O.: (Section 12 A): ○ Penalties and Procedure : (Section 13): ○ Elegation of Powers: (Section 14A): ○ Power to make rules: (Section 15): • Exercise
6	<p>Employees compensation act,1923 and Equal remuneration act,1976</p>

	<ul style="list-style-type: none"> • Introductions- Employees Compensation Act, 1923 • Scope • Definitions • Employer’s Liability for Compensation • Obligations of Employers and Workmen • Appeals and Penalties • Introduction – Equal Remuneration Act, 1976 • Objectives • Provisions • Payment of remuneration at equal rates to men and women workers • Advisory Committee • Appointment of authorities for Hearing and deciding claims and Complaints • Penalties • Exercise
7	<p>Minimum wages act,1948 and Payment of wages act,1936</p> <ul style="list-style-type: none"> • Introductions- Minimum Wages Act, 1948 • Objectives of Minimum Wages Act, 1948 • Need for Minimum Wages Act, 1948 • Essential Provisions of Minimum Wages Act, 1948 • Constitutional Validity of the Act • Introduction- Payment of wages act, 1936 • Significance of the Payment of Wages Act, 1936 • Objectives and Scope of Payment of Wages Act 1936 • Features of Payment of Wages Act 1936 • Sections of the Payment of Wages Act, 1936 • Difference between Payment of Wages Act, 1936 and Minimum Wages Act, 1948 • Exercise
8	<p>Payment of bonus act, 1965 and Payment of gratuity act, 1972</p> <p>Payment of Bonus Act, 1965</p> <ul style="list-style-type: none"> • Introduction • Objective, Reasons And Applicability Of The Act: • Important provisions of the act: • Calculation of direct tax payable by the employer: • Eligibility and Disqualification for Bonus: • Payment of minimum and maximum bonus: • Time-limit for payment of bonus • Recovery of Bonus • Maintenance of registers, records, etc.: • Inspectors. • Offences and Penalty <p>Payment of Gratuity Act, 1972</p>

	<ul style="list-style-type: none"> • Introduction: • Objects of the Act: • Exercise
9	<p>Employee state insurance act, 1948</p> <ul style="list-style-type: none"> • Introduction <ul style="list-style-type: none"> ○ Origin, Objectives, and Applicability • Administration of the Act <ul style="list-style-type: none"> ○ The Employees' State Insurance Corporation (ESIC) ○ Composition of the Employees' State Insurance Corporation (ESIC) ○ Qualification of Members ○ Disqualification of Members ○ Powers of the Employees' State Insurance Corporation ○ The key functions of the ESIC ○ Role of State Governments ○ The key functions of the State ESI Boards include ○ Challenges in the Administration of the ESI Act ○ Benefits under the ESI Scheme ○ Importance of the ESI Act • Importance Case Laws • Evolution and Amendments • Keywords • Exercise
10	<p>Child labor (prohibition and regulation act,1986), Maternity Benefit (Amendment) Act, 2017</p> <ul style="list-style-type: none"> • Introduction • Aims <ul style="list-style-type: none"> ○ Objective ○ Impact on Working Women ○ Challenges and Criticisms • Introduction of maturity <ul style="list-style-type: none"> ○ Types of Maturity ○ Maturity and Personal Development ○ Maturity and Responsibility ○ Maturity and Life Stages • Benefits amendment act 2017 <ul style="list-style-type: none"> ○ Key Benefits of the Maternity Benefit (Amendment) Act, 2017 ○ Impact of the Maternity Benefit (Amendment) Act, 2017 • Maturity benefit • Exercise