



HIMACHAL PRADESH NATIONAL LAW UNIVERSITY, SHIMLA

SEMESTER- X

B.A./B.B.A. LL.B.

PAPER CODE – LB 1002

COURSE TITLE – LABOUR LAW

CREDITS - 04

Module-I

The Law on Industrial Disputes

- 1.1 Introductory: Labour policy in India, principles of labour legislation
- 1.2 The Industrial dispute Act, 1947: Scope, object and definitions, The concept of Industry;
- 1.3 Industrial Disputes, workman
- 1.4 Strike and Lockouts
- 1.5 Lay off and Retrenchment ; highlights of industrial relation code 2020

Module-II

Industrial Dispute Act, 1947

- 2.1 Works Committee under the Act
- 2.2 Conciliation Officers, Board of Conciliations
- 2.3 Functioning of Labour Court
- 2.4 Industrial Tribunal, National Industrial Tribunal
- 2.5 Voluntary reference of disputes to Arbitration, Meaning of Award, its commencement, binding nature, enforceability of Award.

Module-II

Law on Trade unions

- 3.1 The Trade Unions Act, 1926: definitions and development of trade union law in India, right to form trade unions under Indian constitution.
- 3.2 Registration of Trade unions, cancellation of trade unions
- 3.3 Rights and Liabilities of registered trade unions, Immunities and privileges, amalgamation of trade unions, dissolution of trade unions.
- 3.4 Legal recognition of trade unions, rights of recognised trade unions, withdrawal of recognition.
- 3.5 Penalties and procedure

Module-IV
Compensation to workmen, Employees' insurance and wages


- 4.1 The workmen's compensation Act, 1923: Definitions, scope and object of the Act.
- 4.2 Workmen's compensation: employer's liability, amount of compensation, method of calculating wages, distribution of compensation, reports of fatal accidents and serious bodily injuries, remedies of employer against stranger.
- 4.3 The Employees' State Insurance Act 1948: salient features
- 4.4 The minimum Wages Act, 1948: constitutional validity, salient features of the act.
- 4.5 definition of wages, concept of minimum wages, fair wages and living wages. fixation of minimum rates of wages (s.3); overview of new wage code 2019

Statutory Materials:

- 1. The Constitution of India, 1950
- 2. The Industrial Dispute Act, 1947
- 3. The Trade unions Act, 1926
- 4. The Minimum Wages Act, 1948
- 5. The workmen Compensation Act, 1923
- 6. The Employees' Insurance Act, 1948

Suggested Readings:

- S. N. Misra, Labour & Industrial Laws (29th ed., 2019)
- D.D. Seth, Commentaries on Industrial Dispute Act, 1947, (Jain Book Agency, 6th edi, 2016)
- J. K. Soonavala, Supreme Court on Industrial Law, (lexis nexis, 4th edi, 2017)
- K.D. Shrivastva, Commentaries on the Minimum Wages Act, 1948, (published by Eastern Book company)
- Meenu Paul, Labour and Industrial Law, (Allahabad law agency, New Delhi, 9th edi., 2014)
- O.P. Malhotra, Law of Industrial Disputes, (lexis nexis, 7th edi, 2015)
- P.L. Malik, Industrial Law, (25th edi, 2017)
- P.R. Bagri, Law of Industrial Disputes, (Bharat law house), (2nd ed., 1983)
- E M. Rao (rev.), O. P. Malhotra's The Law of Industrial Disputes (7th ed., 2015)
- P.K. Padhi, Labour and Industrial Laws (4th ed., 2019)
- V.C. Goswami, Labour and Industrial Laws (10th ed., 2015)
- S.C. Srivastava (rev.), Labour Law and Labour Relations: Cases and Materials (7th ed., 2019)

 Dean Academic Affairs,
H.P. National Law University
Shimla - 171014