

## **B.A.LL.B (HONS.) – V-SEMESTER**

### **LABOUR LAW-II**

#### **COURSE CODE:**

**Objectives:** Labour reforms are inevitable in the modern world with changing needs. The main objective of the Course is to deal with The Industrial Relations Code, 2020, The Occupational Safety, Health and Working Conditions Code, 2020 and The Code on Social Security, 2020

#### **Course Outcomes:**

1. To expose the students to the basic knowledge on history of labour laws and importance of development of the labour laws.
2. To make the students explore in knowledge of safeguards available to workmen against exploitation.
3. To familiarize the students with key concept of weapons in the hands of employer and employee.
4. To explain the students about the adjudicating provisions with respect to welfare of workmen.
5. To acquaint the students with occupational safety and health, Employee State Insurance and other legal protections.

**UNIT-I:** International perception on social welfare, ILO conventions, First & Second NCL recommendations on social welfare of organised and unorganised workers.

**UNIT-II:** The Sales Promotion Employees (Condition of Service) Act,1976, The Sales Promotion Employees (Condition of Service) Act,1970; The Cine-Workers Welfare Fund Act, 1981;The Building and Other Construction Workers' Welfare Cess Act, 1996; and The Unrecognised Workers Social Security Act, 2008. The Child Labour (Prohibition & Regulation) Act, 1986

**UNIT-III:** The Occupational Safety, Health and Working Conditions Code, 2020, Registration, Duties of Employer and Employees, Occupational Safety and Health, Working Conditions, Welfare Provisions, Inspector-cum Facilitators and other Authority, Special Provision relating to Women Employees, Contract Labour and Inter-State Migrant Worker etc.

**UNIT-IV:** Concept of social security- The Employees State Insurance Act, 1948; The Employees Provident Fund and Miscellaneous Provisions Act, 1952 and The Maternity Benefit Act, 1961

**UNIT-V:** The Code on Social Security, 2020, Social Security Organisations, Employees' Provident Fund. Employees State Insurance Corporation, Contributions of employee's and employers, Payment of gratuity, Maternity Benefit, Employee's Compensation, Social Security and Cess in respect of Building and other Construction Workers, Social Security for Unorganised Workers, GIG Workers and platform Workers, Finance and Accounts, Offences and Penalties.

**Text Books:**

1. Taxmann's New Labour & Industrial Laws – With Comparative Study, Charts & Tables of New and Old Labour Laws, Taxmann Publication, 2020
2. New Labour & Industrial Laws Codes 2021, Young Global Publication, 2021
3. New Labour & Industrial Code along with Draft Rules, Commercial Law Publishers, 2021
4. <https://labour.gov.in/labour-codes>