

**UNIVERSITY COLLEGE OF LAW
KAKATIYA UNIVERSITY, WARANGAL, TELANGANA**

**Branch – III: LABOUR LAW
SYLLABUS (WITH EFFECT FROM 2024-2025)**

LL.M (Regular) II Year: Semester – III

Paper – I

INDUSTRIAL DISPUTES AND SETTLEMENTS

Theory

4 Hours/Per Week

Marks: 100 (External – 80; Internal – 20)

Unit-I: History of Industrial Relations in India - Settlement of Industrial Disputes in India – A Comparative Study with U.K., U.S.A. – Problems and Perspectives – Impact on Employer’s Prerogatives and Employee’s Rights - Industrial Adjudication as a modality of harmonizing interests of Capital and Labour.

Unit –II: Industrial Disputes Act, 1947 - Definition of Industry - Industrial Dispute and Individual Dispute – Juridical formulation of the concept of the Industry – Changing concept of Industry in the wake of post Globalization and Liberalization.

Unit III: Settlement machinery for Industrial Disputes – Works Committee - Conciliation Officer, Board of Conciliation, Court of Enquiry, Labour Court, Industrial Tribunal and National Tribunal - Reference of the Dispute – Voluntary Arbitration - Distinction between conciliation, Arbitration and adjudication - their merits and demerits - Operation of Award - Implementation of Award.

Unit IV: Definition of Strike and Lockout –Legal and illegal strikes and lockouts – Justified and unjustified strikes and lockouts - Strike and lockout in public utility services and other industries - Distinction between lockout and closure - Definition of Lay-off and Retrenchment - Special provisions relating to lay-off, retrenchment and closure – Compensation for Lay-off, Retrenchment and Closure - Penalty and punishment for illegal Lay-off, retrenchment and Closure.

Select Bibliography:

1. O.P. Malhotra: The Law of Industrial Disputes.
2. R.P. Bagrt: Commentary ont eh Industrial Disputes in India.
3. S.L. Agarwal: Labour Relations Law in India
4. Kahn Freund–Labour Relations and the Law Comparative study.
5. G.K. Kothari: Industrial Demands Law and Adjudication
6. K.D. Srivastava: Industrial Disputes and Labour Management relations in India.
7. J.R. Corby hall: Principles of Industrial law
8. S.C. Srinivastava: Industrial Disputes and Labour management relations and Labour law in India.

PAPER – II
SOCIAL SECURITY AND LABOUR WELFARE – I

Theory

4 Hours/Per Week

Marks: 100 (External – 80; Internal – 20)

Unit-I: Evolution, Definition and Concept of Social Security – Scope and importance of Social Security - Labour Welfare and Security as part of the general social security in the Welfare State - Constitutional Perspective on Social Security and Labour Welfare – International norms on Social Security for Labour.

Unit II: Main factors for the growth of Social Security Legislation – Concept of Social Assistance and Social Insurance - Sir William Beveridge Report and Prof. Adarker's Report – Social Security in USA, UK and India - A Comparative Study.

Unit-III: Role of Trade Unions, Government, Employer and Workers Organizations in Social Security and Welfare activities – Charitable Institutions – Professional guilds – Philanthropic Organizations - Unemployment Insurance – Old age Pensions – Concept of Out Sourcing vis-à-vis Social Security - Social security to Unorganized labour – Building and Other Construction Workers' Welfare Cess Act, 1996.

Unit IV: Employees State Insurance Act 1948 – Various Benefits - Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and various schemes under the Act - Maternity Benefit Act 1961 - Unorganized Workers' Social Security Act, 2008.

Select Bibliography:

1. Sir Willam Beveridge: Reprot on Social Insurance Allied Services, 1942.
2. S.C. Srivastava: Treatie on Social Security and Labour law.
3. Sunil Raj Choudhri: Social Security System in India.
4. N. Hasan:The Social Security System of India
5. Hallen:Dynamics of Social security
6. Ball, R.M.: Social Security Today & Tomorrow
7. Deep Bhatnagar: Labour Welfare, and Social Security Legislation in India.
8. J.N. Mallik: Law of workmen's Compensation in India.
9. N.R. Mallik: Employees State Insurance Act, 1948.

PAPER-III
RESEARCH METHODOLOGY

Theory

4 Hours/Per Week

Marks: 100 (External – 80; Internal – 20)

Unit – I: Meaning of Research – Scope and Importance of Research - Types of Research – Scientific Method – Social Science Research – Legal Research – Application of Scientific Method to the study of Socio legal phenomena- limitations and difficulties - Application of Methods of Social Research to Legal Research – Scope and importance of Legal Research.

Unit – II: Identification and formulation of Research Problem – Analytical and Case Study Method – Doctrinal and Non- Doctrinal Research – Formulation of Research design – Research Questions - Hypotheses.

Unit – III: Collection of Data - Research Tools and Techniques for Collection of Data - Survey of available literature and Bibliographical Research - Legislative Material including Subordinate Legislation, Notification and Policy Statements – Court Decisions including Foreign Decisions - Observation – Questionnaire – Schedule – Interview – Sampling techniques – Types of sampling.

Unit – IV: Data processing and analysis – Use of Statistics in the analysis and interpretation of data – Classification and Tabulation of Data – Explanation of Tabulated Data – Analysis of Data - Use of computers in Legal Research – Report writing – Essential elements of Legal Research Report Writing - Legal Research and Law Reforms - Legal Research and Ethics – Measures to avoid Plagiarism.

Select Bibliography:

1. Goode & Hatt : Methods in Social Research : Mc.Graw – Hill Book Company, Singapore 1981.
2. C.R.Kothari: Research Methodology: Methods and Techniques, 2nd Edition, Wishwa Prakasham, New Delhi,1995
3. Wilkinson & Bhandarkar: Methodology and Techniques of Social Research, 9th Edition, Himalaya Publishing Housing, Bombay Delhi- Narpur 1994.
4. Good and Hatt : Methods in social research
5. Lohn : Tools of Social Science
6. Patten : Surveys, Tools and samples
7. David Lloyd : Finding in law, a guide to legal research, Debbs Ferry(N.Y) Oceana 1974.
8. Meles O. Price and Harry : Effective legal Research, 4th Edn, Boston (mass) Bitner little,1979.
9. Erwin C.Survency : Guide to Legal Research,Buffalor (N.Y) Ocena and others 1959.