

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

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

**LL.M (Regular) II Year: Semester – IV
Paper – I**

SOCIAL SECURITY AND LABOUR WELFARE - II

Theory

4 Hours/Per Week

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

Unit-I: Concept of Wages – Types of Wages - Theories of Wages - National Wage Policy – Constitutional Perspectives on Wages – Right to work, Right to Living wage – Right to equal pay for equal work – Workers participation in management and its impact on wage determination - The Minimum Wages Act, 1948 – The Payment of Wages Act, 1936.

Unit-II: Concept and Definition of Bonus – Bonus as differed wages – Profit Sharing – Productivity linked bonus - Payment of Bonus Act, 1965 – The Gratuity Act, 1971 – Non-Employment Benefits for Lay-off, Retrenchment and Closure under Industrial Disputes Act, 1947.

Unit III: Fatal Accidents Act, 1855 - Workmen’s Compensation Act, 1923 - Employer’s liability for payment of compensation and amount of compensation – Workmen’s Compensation (Amendment) Act, 2009 (Employees Compensation Act, 2010) - Health, Safety and Welfare Provisions under the Factories Act, 1948.

Unit-IV: Provisions relating to Social Security and Labour Welfare in The Contract Labour (Abolition and Regulation) Act – The child Labour (Prohibition and Regulation) Act, 1986 - The Mines Act, 1952 – Plantation Labour Act, 1951 – Health and Welfare Measures Under the A.P. Shops and Establishment Act, 1982.

Select Bibliography:

1. K.K. Mishra: Labour Welfare in India
2. K.D. Srivastava: The Minimum Wages Act. 1946
3. K.D. Srivastava: The Payment of Wages Act. 1946
4. 6. K.S.V. Menon: Foundation of Wage Policy
6. K.N. Subramaniam: Wages in India
7. G.R. Kothari: Wages, Dearness Allowance and Bonus.

PAPER – II

INTERNATIONAL LABOUR ORGANISATION AND LABOUR JURISPRUDENCE

Theory

4 Hours/Per Week

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

Unit -I : Concept and Growth of Labour Jurisprudence – ILO and Human Rights of Labour - Constitution of India and Labour - Labour Law and Public Interest Litigation.

Unit –II: International Labour Organisation - Genesis and development - Aims and Objectives - Organs of the International Labour Organisation.

Unit -III: I.L.O Procedure for Adoption of Conventions and Recommendations – ILO Conventions and Recommendation on Women Labour and Child Labour.

Unit -IV: I.L.O. Conventions and Recommendations and Indian Labour Legislation - Indian Procedure of Ratification of ILO Conventions and Recommendations.

Select Bibliography:

1. Dhyan, S.N. : I.L.O. and India in pursuit of social Justice I.L.O. : International Labour Codes, Vol. I & II
2. Indian Labour Bureau Publication : Year Books, Government
3. Constitution of India : Relevant portions
4. Johnstan, G.A. : The I.L.O.
5. Mahesh Chandra : Industrial Jurisprudence
6. N. Vaid Nathan : International Labour Standards
7. Sharma, N.D. : I.L.O. (in Hindi)
8. Samant, S.R. : Industrial Jurisprudence
9. The Universal Declaration of Human Rights, 1948

PAPER – III
UNORGANISED LABOUR AND AGRICULTURAL LABOUR

Theory

4 Hours/Per Week

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

Unit-I: Definition and Meaning of Unorganized Labour - Small Scale Industries – Problems and perspectives of Unorganized Labour – Constitutional and Statutory safeguards to Unorganized labour – Trade Unions and Unorganized labour - Unorganized sector and ILO.

Unit-II: Kinds of Unorganized Labour - Construction Labour, Bonded Labour, Agriculture Labour, Beedi Workers etc., - Cause of Unorganized Labour - Minimum Wages Act, 1948 and Unorganized Sector - Second National Commission on Labour and Unorganized Labour.

Unit –III: Laws relating to Unorganized Labour – Unorganized Sector Workers’ Social Security Act, 2008 - The Bonded Labour System (Abolition) Act, 1976 - Mahatma Gandhi National Rural Employment Guarantee Act, 2005 – Equal Remuneration Act, 1976 - Building and Other Construction Workers’ Welfare Cess Act, 1996.

Unit –IV: Concept and Definition of Agricultural Labour – Problems and Perspectives of agriculture labour – Indebtedness, Mechanisation, Entry of Multi National Corporations into agriculture – Land to the Tiller doctrine - Migrant Agricultural Labour – Industrial hour norms in Agriculture Labour - The Plantation Labour Act, 1951.

Select Bibliography:

1. Mishra S N Labour and Industrial laws Central law publication Allahabad 20th Edition 2004
2. Shrivastava .K. D, Law relating to Trade Unions and Unfair Trade Practices in India. Eastern Book Company Delhi, 3rd Ed, 1993.
3. Y B Singh, Industrial Labour in India [Part-I] 1960
4. Report on the National Commission on Labor 1969
5. Shrivastava S. C. Social security and labour law Eastern Book Company Lucknow, 1985

PAPER-IV
DISSERTATION

Marks: 150 (Internal – 130; Viva-Voce – 20)

Allotment and Nature of Topics of Dissertation

1. **Students shall submit their three (3) research topics, along with two to three pages synopsis, in order of preference to the Principal of the college in the first week of the beginning of the III semester.** Principal shall, in consultation with the Departmental Committee, allot the topic and guide to the students by the II week of the III semester.

2. (a) The topic shall relate to student's specialization and a specific area of enquiry. (b) The topic would be so delimited that the student is required to go beyond the standard text-books and to consult the reference material or conduct field study for preparing his/her Dissertation. As far possible the contents of the Dissertation shall be the following, depending upon the nature of the topic assigned: (i) Collection of relevant material-Judicial, Legislative, Juristic, comparative and international and/or otherwise. (ii) Critical analysis and appreciation of this material. (iii) Proper citation of necessary reference consulted and relied upon. (iv) Empirical data when the Dissertation is non-doctrinal (field visit).

3. **There will be component of conducting *Research Design Seminar, Progress Seminar and Pre-Submission Seminar for every candidate in respect of the topic allotted to him.*** Such Three seminars are to be conducted on the weekends during the IV semester, and the teaching workload for conducting such seminars during the LL.M - IV semester will be two teaching periods per week. The seminars to be conducted as condition precedents i.e first Research Design seminar, once it is satisfactorily conducted, then followed by the progress seminar to appraise the progress of writing the thesis, and finally, the pre-submission seminar along with a plagiarism check report (with less than 20% Similarity). When the Supervisor, the Head & Principal sign on the dissertation, the same can be submitted to the University followed by the conduct of Viva-Voce as per the existing procedure. One University Examiner appointed by the Controller of Examinations in consultation with the Chairperson, BoS in Law will attend the presentation of seminars and assess the work done by the students. Such University Examiner should certify that

the work done by the student is satisfactory and fit for final submission and then only dissertations are allowed for final submission for evaluation and Viva-Voce examination.

4. The students shall prepare three typed copies of Dissertation and submit to the Principal of the college. No candidate shall be allowed to publish the Dissertation, submitted to the University without prior written sanction of the University.
5. The Dissertation shall run into minimum of 150 pages.
6. **Students shall have to submit their Dissertation/Thesis on or before the last working day of the IV Semester. Dissertation submitted afterward will not be evaluated for/during that academic year and they have to submit the thesis along with the next batch. A Record shall be maintained by the students in which the summary of study and the progress made by them shall be entered once in every 15 days and it is to be signed by the guide in approval of the same and the thesis shall correspond with the such notes/record.**
7. Dissertation shall Carry 150 marks. Dissertation shall be evaluated for the written research work, by a Committee consisting Internal Teacher (concern guide of the University College of Law, K.U) and External Examiner (Subject expert from other University) (external examiner shall be appointed by the University in consultation with Chair Person, BoS in Law) for 130 marks and average will be taken. Student shall get minimum 50% marks in his written research work. 20 marks shall be for the presentation of Dissertation topic and Viva – Voce examination. The same Committee shall conduct the Viva – Voce Examination and average will be taken. The proceedings of the Viva – Voce shall be recorded.
8. Dissertation work of students of private affiliated law colleges shall be guided by the concerned subject teacher, appointed on regular basis, of the said colleges. The Dissertation shall be evaluated by a Committee consisting University Teacher (Internal Examiner) and External Examiner (Subject expert from other University) and both shall be appointed by the University in consultation with Chairperson, BoS in Law. The same Committee shall conduct Viva – Voce examination and average will be taken. The proceedings of the Viva – Voce shall be recorded.
9. **Note: Attendance of the students for viva-voce shall be compulsory and shall get 50% of marks in the Viva-Voce examination.**