

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

**Branch – III: LABOUR LAW  
SYLLABUS (WITH EFFECT FROM 2020-2021)**

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

**Paper – I**

**SOCIAL SECURITY AND LABOUR WELFARE - II**

**Theory**

**5 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**

**5 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. Dhyani, 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**

**5 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 IV semester.** Principal shall, in consultation with the Departmental Committee, allot the topic and guide to the students by the III week of the IV 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. (a) The students shall prepare three typed copies of Dissertation and submit to the Principal of the college. (b) No candidate shall be allowed to publish the Dissertation, submitted to the University without prior written sanction of University.

4. The Dissertation shall run into minimum of 150 pages.

5. **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.**