

# **SOCIAL SCIENCE AND LABOUR LAW**

## **(UG DEGREE STANDARD)**

**SUBJECT CODE: 295**

### **UNIT – I: INTRODUCTION TO SOCIAL SCIENCE**

Social science: Meaning, Nature and Scope – Branches of social sciences – Methods of Social Sciences: Survey method – Case Study – Documentary – Historical Method – Characteristics of Indian Society – Social Stratification in India – Caste and Class – Family and Kinship System in India.

### **UNIT – II: EDUCATION AND RELIGIOUS SYSTEM IN INDIA**

Education: Meaning - Socialization – Functions of Education – Education and Social Mobility – Emerging Trends in Indian Educational System; Religion – Definition – Sacred and Profane – Functions of Religion – Magic and Science – Changing Trends in Religious Life.

### **UNIT – III: POLITICAL AND ECONOMIC SYSTEM IN INDIA**

Basic Principles of Indian Democracy – Indian Political Ideologies – National and Regional Political Parties – Pressure Groups – Role of Caste in Politics – Functions of Government / State; Economic System - Work and Occupations – Economics Dimensions of Division of Labour – Indian Economic System – Merits and Demerits – Five Year Plans and Economic Planning – Issues of Economic Liberalization, Privatization and Globalization.

### **UNIT – IV: AGRICULTURE AND RURAL DEVELOPMENT IN INDIA**

Structure and features of Indian Agrarian Systems – Land Reforms – Green Revolution – Changing Trends in Indian Agriculture; Rural Development; Principles and Theories – Decentralization of Power – Panchayat Raj – Community Development – Rural Cooperatives – MGNREGA and other Welfare Schemes.

### **UNIT – V: SOCIAL MOVEMENTS AND SOCIAL PROBLEMS**

Social Movement: Meaning – Nature and Formation of Social Movement – Dravidian Movement – Backward Class Movement – Peasants Movement – Dalit Movement – Trade Union Movement – Emerging New Social Movements – Feminist and Environmental Movements; Social Problems: Poverty – Crime – Alcoholism and Drug Addiction – Unemployment – Corruption – Terrorism.

## **UNIT- VI: ORIGIN AND DEVELOPMENT OF LABOUR LEGISLATIONS**

Labour in Ancient Society – Evolution of Concept of Master and Servant – Theory of Laissez Faire - Labour Problems in India - Role of ILO in the Promotion of Labour Standards – Growth of Labour Legislations in India Before and After Independence – Government Intervention in the Promotion of Industrial Relations and Regulation of Labour Legislations – Labour Policy in India – Freedom of Association and Constitutional Protection - Recommendations of National Commission on Labour – Impact of Globalisation on Industrial Relations in India.

## **UNIT- VII: TRADE UNION LAW, COLLECTIVE BARGAINING AND GRIEVANCE PROCEDURE**

- a) History of Trade Union Movement in India – Emerging Challenges of Trade Unions.
- b) Trade Unions Act, 1926 – Definitions – Procedure for Registration of Trade Unions – Duties of Registrar – Trade Union Funds – Rights and Liabilities of Trade Unions – Immunities and Privileges of Trade Unions – Rights and Duties of Office Bearers and Members – Disqualification of Office Bearers and Members – Recognition of Trade Unions.
- c) Concept of Collective Bargaining – Prerequisites of Collective Bargaining – Advantages and Disadvantages of Collective Bargaining - Collective Bargaining in India – Enforcement of Collective Bargaining Agreements.
- d) Grievance Settlement Procedure in India.

## **UNIT-VIII: LEGISLATIONS RELATING TO INDUSTRIAL DISPUTES, STANDING ORDERS AND INDUSTRIAL DISCIPLINE**

- a) Industrial Disputes Act, 1947 – Object and Scope – Definitions – Appropriate Government - Industry – Industrial Dispute – Workman –Employer – Award and Settlement – Public Utility Services – Strike and Lock out – Lay off and Retrenchment of Workmen – Transfer and Closure of Industrial Establishments - Methods and Authorities to Settle Industrial Disputes – Unfair Labour Practices - Victimisation of Labour.

- b) Industrial Employment (Standing Orders) Act, 1946 – Object, Extent and Application of Standing Orders - Concept and Nature of Standing Orders – Certification Process – Certifying Officers - Operation and Binding Effect of Certified Standing Orders – Appeals Against Certification- Powers and Duties of Appellate Authority – Modification of Standing Orders.
- c) Domestic Enquiry and Disciplinary Proceedings.

### **UNIT- IX: SOCIAL SECURITY AND LABOUR WELFARE LEGISLATIONS**

- a) Concept, Evolution and Objectives of Social Security - Social Security and Constitution of India – ILO on social security – Social Security Measures in India.
- b) The Employees’ Compensation Act, 1923 – Scope and Objective -Definitions - Liability of the Employer to Pay Compensation - Personal injury, Accident, Arising out of and in the Course of Employment - Doctrine of Notional Extension - Occupational Diseases - Determination and Distribution of Compensation - Commissioner’s Powers and Functions - Penalties.
- c) The Employee’s State Insurance Act, 1948 – Objectives and Application – Definitions - E.S.I. Corporation - E.S.I. Funds - Payment of Contributions - E.S.I. Benefits - Adjudication of Disputes and Claims – Penalties.
- d) The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 – Scope and Application - Definitions – Powers and Functions of the Authorities to Administer the Schemes - Contributions – Employees’ Provident Fund Scheme - Employees’ Pension Scheme - Deposit linked Insurance Scheme - Penalties.
- e) The Maternity Benefit Act, 1961 - Objective and Application – Maternity Benefit and Other Benefits - Notice of Claim - Prohibition against Dismissal and Wage Deduction - Powers and Duties of Inspectors - Penalties.
- f) The Payment of Bonus Act, 1965 - Concept of Bonus- Extent and Application - Definitions - Kinds of Bonus - Eligibility and Extent of Bonus - Computation of Bonus - Available Surplus - Allocable Surplus - Set on and Set off - Forfeiture of Bonus – Powers and Functions of Inspectors - Penalties.

- g) Payment of Gratuity Act, 1972 - object and Scope - Definitions - Payment of Gratuity – Determination of Gratuity - Controlling Authority - Recovery and Forfeiture of Gratuity - Powers and Functions of Inspectors - Penalties.
- h) Labour Welfare Legislations
  - 1) Concept of Labour Welfare - Factories Act, 1948 – object and Scope - Definitions - Formalities to Start a Factory Inspecting Staff and Certifying Surgeons – General and Special Duties of Occupier - Health, Safety and Welfare Measures - Working Hours - Employment of Women and Young Persons - Annual Leave with Wages - Special Provisions – Penalties.
  - 2) The Tamil Nadu Shops and Establishment Act, 1947 - Applicability and Coverage - Opening and Closing Hours - Employment of Young Persons - Working Hours - Public Holiday – Safety and Cleanliness - Leave and Annual Leave with Wages – Inspectors - Penalties.
  - 3) Child Labour and abolition of Child Labour System.

#### **UNIT – X: LAW RELATING TO WAGES**

- a) Concept of Wage - Living Wage, Fair Wage and Minimum Wage - Theories of Wages - Wage Policy in India – Role of Wage Boards - Constitutional Safeguards on Wages.
- b) Minimum Wages Act, 1948 - Object and Application of the Act - Definitions - Fixation and Revision of Minimum Rates of Wages - Composition, Powers and Functions of Committees and Advisory Boards – Inspectors - Authority for Hearing and Deciding Claims -Offences and Penalties.
- c) Payment of Wages Act, 1936 - Object and Application of the Act - Definitions – Authorised Deductions – Authority to Hear and Decide Claims - Inspectors and their Powers – Penalties.
- d) Equal Remuneration Act 1976 – Equal Pay for Equal Work.