

Course Code	Course Title	C	H	I	E	T
17U5KME2	Business Legislation - II	4	75	25	75	100
Learning Objectives						
<ul style="list-style-type: none"> • To gain the comprehensive knowledge on the business laws viz., Factories Act, Industrial Dispute Act • To know the legal framework for laws pertaining to employees viz., Employees Compensation Act, ESI, PF and Payment of Bonus Act • To recognize the change in the various labour laws 						
Learning Outcomes: Basic knowledge on Factories Act, Industrial Dispute Act Employees Compensation Act, ESI, PF and Payment of Bonus Act.						

Unit I

Factories Act, 1948

Factories Act, 1948 – Object – Definitions – Licensing and Registration – Health, Safety and welfare – Provisions relating to annual leave with wages – Special provision relating to employment of women – Working hours.

Unit II

Industrial Disputes Act, 1947

Industrial Disputes Act, 1947 – Object – Definitions – Authorities – Legality of strike and lockout procedure for closure – Retrenchment.

Unit III

Employees' Compensation Act, 1923

Employees' Compensation Act, 1923 – Object – Definitions – Rules regarding payment – Amount and distribution of Compensation.

Unit IV

Employees' State Insurance Act, 1948 and Employees' Provident Fund & Miscellaneous Provisions Act, 1952

Employees' State Insurance (ESI) Act, 1948 – Object – Definitions – Benefits – ESI Corporation.

Employees' Provident Fund (EPF) & Miscellaneous Provisions (MP) Act, 1952 – Object – Definitions - Schemes

Unit V

Payment of Bonus Act, 1965 and Trade Unions Act, 1926

Payment of Bonus Act, 1965 – Object – Definitions – Determination of Bonus.

Trade Unions Act, 1926 – Trade Dispute – Trade Union – Registration of trade union – Rights – Duties – Liabilities and Privileges of trade union – Cancellation.

Book for Study:

S.N Maheshwari & S.K. Maheshwari, *A Manual of Business Law*, Edition 2016, Himalaya Publishing House, Delhi.

Books for References:

1. N.D. Kapoor, *Hand Book of Industrial Law*, Sultan Chand & Sons, New Delhi
2. Misra N.S. *Labour and Industrial Laws*, 28th Edition, 2016, Central Publication, Allahabad.
3. Vincent, A. Arputham, *Labour and Industrial Laws*, 2002, Southern Publishers, Karungal.
4. *Labour Laws*, 2017, Taxman Allied Services Pvt., Ltd., New Delhi.
5. www.icaai.org.in
6. www.icmai.in
7. www.icsi.edu.in