ನಿರ್ದೇಶ:  ಭವನ ೨-೨

ವ್ಯಕ್ತಿ:   ೨೦೧೮-೧೯ರ ಸಂವಾನ ಮಂಚುಗಳ ಭವನ ೨-೨ ವಿಭಾಗದ
ಸಹಿಷ್ಣುತೆಯನ್ನು ಹೊಂದಿದ್ದರು. ಇವುಗಳು
ಇತರೆ: 1. ಈ ಮಂದಿರದಲ್ಲಿ ಸಹಿಷ್ಣುತೆಯು ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆಂದರೆ.
(ವಿದ್ರೇಕಾವೆ) /ಡೆಸೆಬರು/೨೦೧೮-೧೯/೦೭೯೦ ವ್ಯವಹಾರ: ೨೪.೦೭.೨೦೧೯.
2. ಈ ಮಂದಿರದಲ್ಲಿ ಸಹಿಷ್ಣುತೆಯು ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆ/ಡೆಸೆಬರು/೨೦೧೮-೧೯/೦೨೨೮, ವ್ಯವಹಾರ: ೨೦.೦೪.೨೦೧೯.
3. ಈ ಮಂದಿರದಲ್ಲಿ ಸಹಿಷ್ಣುತೆಯು ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆ ೦೨.೨೦೨೦.


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</table>

ಇದರ ಮೇಲೆ ಬರೆಯಲಾಗಿದ್ದ ಮಂದಿರದಲ್ಲಿ ಸಹಿಷ್ಣುತೆಯನ್ನು ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆಂದರೆ/ವಿದ್ರೇಕಾವೆ/ಡೆಸೆಬರು/೨೦೧೮-೧೯/೦೨೨೮, ವ್ಯವಹಾರ: ೨೦.೦೪.೨೦೧೯.

ಅಂದರೆ ಇವು ಗಮನಿಸಲಾಗುತ್ತದೆ.

ವಿದ್ರೇಕಾವೆ ೨-೨

ನಿರ್ದೇಶ:  ಭವನ ೨-೨

ಆಗ, 

1. గోవిందం సోసెక్టర్ ఎడియా – సాయిమందియాపు, గోవిందం సంస్థ ప్రచీటి.
2. పిలిపి, సోసెక్టర్ ఎడియా – సాయిమందియాపు, గోవిందం సంస్థ ప్రచీటి.
3. పేటింగియన్ (పుష్పి సంస్థ), గోవిందం సంస్థ ప్రచీటి.
4. బాగ్గా సోసెక్టర్ మించించాడు సంస్థ, గోవిందం సంస్థ ప్రచీటి.
5. బాగ్గా సోసెక్టర్ ఎడియా, గోవిందం సంస్థ ప్రచీటి.
6. ఆమ్మ సంస్థ, స.ఐ.ఐ. సంస్థ ఎడియా, గోవిందం సంస్థ ప్రచీటి.
7. పిలిపి సంస్థ ప్రచీటి.
Labour Law- II

Objectives

In this course, students are to be acquainted with legal frame-work relating to social security and welfare. It is necessary to know the concept of social security, its importance and also Constitutional basis for the same. The importance of ensuring health, safety and welfare of the workmen and social assistance and social insurance schemes under various legislations are to be emphasised. The main theme underlying the programme is to critically examine provisions of the Factories Act, 1948, the Child Labour (Prohibition and Regulation) Act, 1986, the Contract Labour (Regulation & Abolition) Act 1970, the Minimum Wages Act, 1948, the payment of Bonus Act, 1965, the Payment of Gratuity Act, 1972, the Employees’ State Insurance Act, 1948, the Employees’ Provident Fund (Family Pension Fund and Deposit Linked Insurance Fund) Act, 1952, the Maternity Benefit Act, 1961, the Unorganised Sector Workers’ Social Security Act, 2008, These legislations are to be studied with a view to acquaint the students regarding various rights and benefits available to the workmen thereunder. These legislations are to be analysed by examining historical background, objectives underlying these legislations, judicial interpretations and effectiveness of these legislations in the changing times.

Unit-I Constitutional Dimensions of Industrial Relations and Labour


Unit II - Wages, Bonus and Gratuity

Concept of Wages – Theories of wages and Kinds of wages. The Minimum Wages Act, 1948 - Definitions - appropriate government, employer, employee, Scheduled employment, etc. - Fixation of Minimum rates of wages – Methods - Regulation of working conditions - Payment of Wages, Working Hours, etc.

Bonus - Context – a claim for share in profits even after payment of wages according contract of employment? Is it a breach of contract or an implied term of the contract? – concepts of bonus and right to share in profits - The payment of Bonus Act, 1965 – definitions – provisions relating to payment of bonus – judicial interpretations and constitutionality of the provision relating to Govt’s power to exempt.

Unit III – Protection of Child Labour and contract labour


Unit IV Social Security

The Employees’ Provident Fund (Family Pension Fund and Deposit Linked Insurance Fund) Act, 1952 – Definitions- contribution, employee, employer, factory, fund, etc. - Provident Fund Scheme, Family Pension Scheme, Employees’ Deposit Linked Insurance Scheme – Scope, Contributions - Benefits - Authorities under the Act – Powers. Latest judicial pronouncements.

The Maternity Benefit Act, 1961- Object and Scope of the Act, Definitions - appropriate government, employer, establishment, factory, maternity benefit, wages, etc. - Benefits under the Act - Inspectors.

Unit V Protection of unorganised labour

Features and scheme of protection of workers in unorganised sector under the Unorganised Workers’ Social Security Act, 2008

Necessity of protection of unorganised labour in shops and establishments by regulating their working conditions - the Karnataka Shops and Commercial Establishments Act, 1961 – application of the Act, Hours of work, annual leave with wages - wages and compensation – employment of children and women – authorities and penalties.

Globalisation, Privatisation and Open Economy- Effects of Globalisation on Industry and Labour - Constitutional Mandate of Welfare State and effectiveness of Social Security and Social welfare legislations in India under new economic policy - Review of laws to meet new challenges - Legislative and Judicial response/trend towards application of Labour laws- Emergence of laws relating SEZs, etc.

Prescribed books
• K.M. Pillai - Labour and Industrial Laws.
• S.N.Mishra - Labour and Industrial Laws.
• S.C.Srivastava, Treatise on Social Security.
• Sairam Bhat, Privatisation and Globalisation: The Challenging Legal Paradigm
• Jwitesh Kumar Singh, Labour Economics: Principles, Problems and Practices
• Joanne Conaghan, Labour Law in an Era of globalisation, Transformative Practices and possibilities
• C. S. Venkata Ratnam, Globalisation and Labour-Management Relations, Dynamics of Change

Reference books:

• Dr.V.G.Goswami - Labour Industrial Laws.
• O.P. Malhotra - The Law of Industrial Dispute.
• N.G.Goswami - Labour and Industrial Laws.
• Khan and Khan - Labour Law.
• Bhargava, V.B. – Industrial and Labour Laws.
• Pai, G.B.-Labour Law in India.
• Srivatava, S.C. - Industrial Relations and Labour Laws.
• ILO Recommendations.