

**Revised syllabus (2019 Pattern) B.Com. Degree course (CBCS) Syllabus for**

**Third Year B. Com Semester – V**

**Subject Name: - 305C-II: Business Law and practices -II(I)**

**Subject Code: - 305B-II(I)**

**305B-II: Business Law and practices -II(I)**

<b>Unit . No.</b>	<b>Unit Title</b>	<b>Contents</b>
1	<b>An Introduction to Labour Laws in India</b>	1.1 History and Evolution of Labour Laws in India 1.2 Labour Policy of India 1.3. Classification of Labour Laws and an overview of labour laws.
		1.4 Unfair Labour Practices 1.5 Labour Laws in the unorganized sector 1.6 Authorities under the Labour Laws in India (Ministry of Labour & Employment –Government of India, Chief Labour Commissioner Labour Courts / Industrial Tribunals, (Appointment, Qualification, Disqualification, Rights & duties)
2	<b>The Factories Act, 1948 (Sections 1-50)</b>	1.1 Introduction, Objectives & Key Definitions, Approval, 1.2 Licensing and Registration of Factories, 1.3 The Inspecting Staff, Provisions Regarding Worker's Health, 1.4 Provisions Regarding Safety and Welfare of Workers. Recent amendments (If any)
3	<b>The Employees State Insurance Act,1948</b>	3.1 Scope, Application and Definitions 3.2 Chapter II of the Act(ESI Corporation, Standing Committee, Medical Benefit Council, Principle Officers) 3.3 Chapter III of the Act(Finance & Audit) 3.4 Chapter IV-(Contributions, Recovery of Contribution,) 3.5 Chapter V(Benefits) 3.6 Chapter VI(Adjudication of Disputes & Claims) 3.7 Chapter VII(Punishment)
4	<b>The Employees Provident funds and Miscellaneous Provisions Act, 1952</b>	5.1 Introduction, Objectives and scope of the Act, 5.2 Applicability and Constitutional validity of the Act., 5.3 Definitions, Employees' Provident Fund Scheme, 5.4 Employees' pension scheme and Employees Deposit Linked Insurance scheme Authorities - Under the Act, and their workings, penalties, offences and protection.