

**K L UNIVERSITY**  
**DEPARTMENT OF COMMERCE**  
**B.Com (Honours) (Accounting & Finance)**  
VI - SEMESTER  
**Corporate and Allied Laws – II**

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**Unit I: FACTORIES ACT OF 1948(Hours : 8 )**

Purpose – features – Definitions – Adult , Adolescent , Factory , Sections – Health provisions– Safety provisions– Welfare provisions - working hours for adults – Employment of Young – Annual leave with wages

**Unit II THE WORKMEN'S COMPENSATION ACT 1923(Hours : 10 )**

Introduction - Purpose – Definitions – dependent - partial disablement - total disablement - Employer's liability for compensation – Amount of Compensation - Penalty for Default in Paying – Methods of calculating wage - Implementation in case of death – Rights and Obligations – Offences and Penalties – Adjudication.

**Unit III: THE EMPLOYEES' PROVIDENT FUND AND MISCELLANEOUS PROVISIONS ACT, 1952 (Hours : 12 )**

Purpose - Employees' Provident Fund Schemes - Employees' Pension Scheme – Exemptions - Rights and Obligations – Offences and Penalties

**THE PAYMENT OF GRATUITY ACT, 1972**

Introduction - Scope and Coverage - Employees Entitled - Salient Features - Rate of Gratuity - Compulsory Insurance - Interest for delayed payment - Nomination - Employers responsibility

**Unit IV: THE PAYMENT OF BONUS ACT, 1965(Hours : 15 )**

Introduction - Scope and Coverage - Important Provisions – Coverage - Calculation of Gross Profits and available surplus - Eligibility for bonus - Quantum of bonus - Deduction from bonus and time limit for payment - Recovery from the employer - Presumption about accuracy of accounts - Maintenance of records - Penalties - Offences by Companies

**Negotiable Instrument Act 1881:** Introduction – Promissory Note – Bills of Exchange – Cheque – Parties – Negotiation – Presentment – Payment – Discharge from liability – honour - Notice of Dishonour – Noting and Protest – Crossed Cheque – Notary Public.

**Unit V: Consumer Protection Act: (Hours : 15 )**

Definitions of the terms consumer, unfair trade practices, restrictive trade practices and complainant – rights of consumers – consumer protection councils – consumer redressal agencies – penalties for violation.

**Intellectual Property Rights:** Meaning - Need and objectives-Meaning of the terms industrial property, literary property, copy right, patents, trade marks, trade names, trade secrets, industrial designs, geographical indications. Information Technology Act, 2000: aims and objectives – a brief overview of the Act

**Text Book**

1.N.D.Kapoor, Industrial Laws, S.Chand, 2009, 2<sup>nd</sup> Edition, New Delhi.

**Reference Books:**

1. Dr. Sanjeev Kumar, Industrial and Labour Laws, Bharat Law House, 2010, 5<sup>th</sup> Edition, New Delhi.
2. N.D. Kapoor, Elements of Mercantile Law, S.Chand, 2007, 1<sup>st</sup> Edition, New Delhi.