

## **ASB-01: Legal Aspects of Small Business (3 Credits – 75 Marks)**

**Course Objective: To familiarise the students with regulatory framework governing small business in India and equip them with practical knowledge of various regulatory aspects including procedures and computations.**

### **Learning Outcomes:**

At the end of this course the student should be able to:

- (i) Understand significant provisions of various laws governing small business in India
- (ii) Acquire skills of secretarial practice and procedural formalities involved in registration of small businesses, licensing and banking procedures.
- (iii) Acquire practical knowledge related to computations of payments of wages, bonus, gratuity and other employee benefits.

### **Module I: Registration of Small Business (15 Marks – 10 lectures)**

Types of small business, Benefits of Registration, Types of Registration, Procedure for registration of small business., Cancellation of license, Circumstances of cancellation of registration, Procedure for cancellation, Provisional registration and Permanent registration, State mechanisms governing small business units,

### **Module II: Commercial Laws (20 Marks – 10 lectures)**

- (a) Law of Contract - Essentials of contract, Consideration, legality of object, Capacity of parties, Termination or discharge of contracts
- (b) Laws related to sale of goods – Transfer of ownership, performance of contract of sale.
- (c) Banking procedures and Relevant provisions of Negotiable Instruments Act
- (d) Partnership and LLP

### **Module III: Industrial Laws (20 Marks – 15 lectures )**

- (a) Significant provisions in Shops and Establishment Act (Including Working hours, Leave benefits, Maintenance of Registers and Records, Appointment of inspectors)
- (b) Significant provisions in Payment of Wages Act (Including Wages for overtime work, deductions from wages, Claims arising out of deductions from or delay in wages)
- (c) Significant provisions in Factories Act (Including approval and licensing, health and safety, provisions relating to employee welfare)

### **Module IV: Laws Relating to Employee Benefits (20 Marks – 10 lectures)**

- (a) Significant provisions in Employee's Provident Fund Act (Including Employee PF Scheme, Contributions, Employees' Pension Scheme, Employees' Deposit Linked Insurance Scheme)
- (b) Significant provisions in ESI Act (Including Applicability, Wages and Contribution, Employee Benefits, Obligations of employer)
- (c) Significant provisions in Payment of Bonus Act (Including Eligibility, Disqualification, Minimum and Maximum Amount of Bonus, Calculation of Bonus) and Payment of Gratuity Act (Including important definitions, Applicability under Sec 4, Amount of gratuity, Payments)

(d) Goa state employees benefits and welfare schemes

References:

1. Kapoor, N. D., *Business Laws*, Sultan Chand and Sons, New Delhi.
2. Pillai, R.S.N., *Business Law*, Sultan Chand and Sons, New Delhi.
3. Kumar, R. *Legal Aspects of Business*, Cengage Learning, New Delhi, India, 2011.
4. Bulchandani, *Business Law for Management*, Himalaya Publishing House, New Delhi.
5. Kumar, H. L., *Practical Guide to Payment of Bonus Act*, Universal Law Publishers, Allahabad.