

Industrial Relations and Labour Law

Semester IV	Subject Code: BB41602	Lectures: 60
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Objectives:
<p>The course is designed to equip students,</p> <ul style="list-style-type: none"> • To have an understanding about the relationships that exist between the employer-employee-government and also the laws that govern them • With the knowledge about complexities between labour and management relationships • Also give them an insight to the current scenario of Industrial Relations in India

Unit 1: Introduction to Industrial Relations	08
<p>Introduction:</p> <ul style="list-style-type: none"> • Meaning, Definition, Importance, Scope and Factors in Industrial Relations • Evolution of IR, Trade Unions- Concept and Functions • International Labour Organisation- Evolution, Objectives / Features and Functions 	

Unit 2: Industrial Disputes and Conflict Resolutions	10
<ul style="list-style-type: none"> • Meaning, Definition and Causes of ID • Types of Conflict resolution: Negotiation, Investigation, Mediation, Conciliation, Arbitration, Adjudication, Works Committee, conciliation officer, Board of Conciliation, court of Inquiry, Labour Court, Industrial Tribunal and National Tribunal. • Collective Bargaining: Meaning, Characteristics, Importance, Process and Types. • Employee Engagement: Concept, Importance and Employee Engagement in India. • Workers Participation in Management: Meaning, Pre-requisites 	

Unit 3: Legal Framework of Industrial Relations:	18
<ul style="list-style-type: none"> • The Factories Act, 1948- Objective, Application Of The Act, Provision Related to Health, Safety and Welfare of the Workers 	



<ul style="list-style-type: none"> • The Industrial Disputes Act, 1947-Objective, Application of the Act, Definition of Strikes, lockout, Lay-off, Retrenchment, Closure and Dismissal • The Payment of Wages Act, 1936-Object, Scope and Application of the Act • The Industrial Employment (Standing Order) Act, 1946-Scope/Application and Object of the Act • The Equal Remuneration Act, 1976-Object, Scope and Application of the Act • Sexual Harassment of Women at Workplace Act, 2013 (Prevention, Prohibition and Redressal), Object, Scope and Application of the Act • Case Studies for a better understanding of the above Acts 	
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Unit 4: Recent Trends / Emerging Aspect of IR	12
<ul style="list-style-type: none"> • Introduction to Maternity / Paternity Benefits • Introduction to Bombay Shop Act, 1948 • Introduction to the Bombay Shop and Establishment Act 1948 • Declining TU density, Workers militancy replaced by employer militancy, Decreasing level of Bargaining 	

***Contact hours – 12 hours**

Recommended Text Book:	
1. <i>Industrial relations and Labour law</i> , By Sharad D Geet and Mrs Asmita Deshpande, Nirali Publication	

Reference Books	
<ul style="list-style-type: none"> ✦ 1. Mamoria, Mamoria and Ganekar, <i>Dynamics of IR</i> - Himalaya 2. N D Kapoor, <i>Mercantile Law</i> Sul Chel. 3. Arun Monappa, <i>Industrial Relations</i> Tata Mcgr. ✦ 4. P Subbarao, <i>Personnel and HRM</i> - Himalaya 5. S.P. Jain, <i>Industrial & Labour Laws</i> Dhanspal Raw 6. P.L. Malik, <i>Industrial Law</i> Eastern 	

