

**B.Com.: Semester-VI
DSE-6**

BCR615: INDUSTRIAL RELATION & LABOUR LAWS

Teaching Scheme	Examination Scheme
Lectures: 3hrs/Week	Class Test –12Marks
Tutorials: 1 hr/Week	Teachers Assessment – 6Marks
Credits: 4	Attendance – 12 Marks
	End Semester Exam – 70 Marks

Course Objective

The course aims at familiarizing the students with the dynamics of labour management relationship in the context of the changing paradigm of globalizing organizations and knowledge workers and its related problems along with imparting basic knowledge of important industrial relations legislation in India

Course Learning Outcomes

After completing the course, the student shall be able to:

- CO1: understand the meaning and importance of establishing good industrial relations.
- CO2: explain the role of trade unions and important provisions of Trade Unions Act.
- CO3: apply the knowledge of Industrial Dispute Act for settlement of disputes and grievances.
- CO4: understand and apply the schemes of insurance available for defined set of employees under Employee State Insurance Act.
- CO5: understand and follow the legal structure provided for payment of provident fund, fair wages, bonus and gratuity to employees as prescribed under various labour laws.
- CO6: design and understand the calculation and payment of compensation under the Employees Compensation Act 1923.

Unit I: Introduction to industrial relations

Meaning, Factors / Determinants Scope, Objectives, Parties / Actors to industrial relations, requirements of successful industrial relations I.R. Policy in India, Effect of social, technological, political & economical factors on industrial relations.

Unit II: Trade union and Collective Bargaining

Meaning, Characteristics, objectives functions, types, growth and development of Trade Union movement in India, Recognition of a Union, Rights & responsibilities of registered Union, Central Organisations of Indian trade unions- INTUC, HMS; UTUC, BMS, problems of Indian trade unions, ILO and India, Main Provisions of the Trade Unions Act. 1926. Collective Bargaining- Meaning features, scope, importance, collective bargaining process.

Unit III: Industrial Dispute and Factories Act

Industrial disputes- Meaning, forms, causes consequences, prevention, settlement and machinery of Industrial disputes. Main provision of industrial disputes Act 1947, Standing Orders. Grievances Handling disciplinary action, domestic enquiry, Arbitration, Adjudication, Factories act-1948.

Unit IV: Labour Laws-I

The Employees Provident Fund & Miscellaneous Provisions Act 1952- Important Definitions; Schemes under the Act – Employees' Provident Fund Scheme; Employees' Pension Scheme 1995, Employees State Insurance Act 1948 - Objects and Applicability of the Scheme; Definitions: Personal Injury, Factory, Manufacturing Process, Wages, Partial and Permanent Disablement; ESI Corporation, Standing Committee and Medical Benefit Council; Contributions; Adjudication of disputes.

Unit V: Labour Laws-II

Payment of Wages Act 1936 – Important Definitions, Wages; Responsibility for Payment of Wages; Fixation of Wage Period; Time of Payment of Wages; Mode of Payment; Deductions from Wages and Fines. Payment of Bonus Act 1961 – Important definitions, determination of bonus, calculation of bonus, eligibility for bonus, disqualifications for bonus, payment of minimum and maximum bonus. Payment of Gratuity Act- 1972- Applicability and non- applicability of the Act; Definitions, payment of gratuity; forfeiture of gratuity; employer's duty to determine and pay gratuity; recovery of gratuity; penalties. Employee's Compensation Act 1923- Important Definitions; employer's liability for compensation; amount of compensation; contracting; commissioner.

Suggested Readings

- Mamoria C.B(2007).. Dynamics of Industrial Relations in India, Himalaya Publishing House, New Delhi.
- Monappa Arun(2012), Industrial Relations in India, TataMcGraw Hill.
- Sinha P.R.N, Sinha Indu Bala, Shekhar Seema Priyadarshini (2004).. Industrial Relations, Trade Unions and Labour Legislation. Pearson.
- Giri V. V., Labour Problems in India Industry.
- Malik, K. L. (2017) Industrial Laws and Labour Laws, Eastern Book Company, Lucknow.
- Sharma, J. P. (2018). Simplified Approach to Labour Laws. New Delhi. Bharat Law House Pvt. Ltd.
- Singh, Aytar. (2017). Introduction to Labour and Industrial Laws. Nagpur. Wadhwa and Company.

Note: Latest edition of readings may be used.

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