

Paper IV

**B.COM.LL.B.: Semester-VII
BCL 704: LABOUR LAW I**

Teaching Scheme	Examination Scheme
Lectures: 4hrs/Week	Class Test -12 Marks
Tutorials: 1 hr/Week	Teachers Assessment – 6 Marks
Credits: 5	Attendance – 12 Marks
	End Semester Exam – 70 marks

CO Number	CO Statement
CO1	describe the genesis and purposes of the Industrial laws in reducing frictions between capital & labour in India.
CO2	understand the causes of industrial disputes in India and legal framework for dealing with the industrial disputes.
CO3	apply their legal knowledge in preventing the further exploitation and victimization of the workers in India.
CO4	criticize the major labour enactments and strive for their effective enforcement for advancing the wellbeing of labour community.
CO5	review the role of independent Judiciary in promoting social justice in the society.
CO6	explain the importance of collective bargaining, more particularly in the backdrop of organized trade unions in India.

Unit-I: Industrial Relation, Labour Problem and Labour Policy in India

Trade Union Act, 1926 (Labour Management Relation); History and Development of Trade Union Movement , Registration of Trade Union, Rights and Liabilities of Registered Trade Union, Penalties and procedure, Collective Bargaining-Process, Merit and Demerit

Unit-II Industrial Dispute Act, 1947

Scope of Industry, Workmen, Employers, Industrial Disputes, Authorities under the Industrial Dispute Act, 1947; Procedure, Power and Duties of Authorities, Reference of Disputes to Boards, Courts or Tribunals

Unit-III

Strike, Lock Out, Lay Off, Retrenchment and Closure

Unfair Labour Practices, Penalties, Offences by Companies etc. Industrial Employment (Standing Order) Act, 1946

Unit-IV

Philosophy of Labour Welfare, Historical Development of Labour Welfare, The Factories Act, 1948 : Interpretation-competent person, Hazardous process, manufacturing process, Worker, Factory, Occupier, Health, Safety and Welfare, Working House of Adults, Employment of young persons, Inspectors-Appointment and Powers.

Acts

1. Trade Union Act, 1926
2. Industrial Dispute Act, 1947
3. Factories Act, 1948

M3 *Keshav Kaushik*

Neeraj Singh *Saloni* *Pragya Singh*

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