

Industrial Relations and Labour Laws

Course Objectives

This course provides insights on all the dimensions of industrial relations and labour laws. The course focuses on the history and theory relating to the industrial relations and provides detailed on specific provisions of labour laws being enforced in India.

Syllabus

Industrial Relations and Trade Unions, Strikes, Lockout, Lay-off and Retrenchment, Arbitration, Social justice and welfare, Acts and Laws.

Expected Outcome

Upon completion of this course, the students will be able to:

1. acquire a solid theoretical, practical and ethical perspective on many aspects of industrial relations
2. critically analyse theories, models, and paradigms in the field
3. understand the key participants, institutions, relationships and processes in employment relations, so that the student acquire an enhanced ability to influence industrial relations outcomes in an informed manner

References

1. Piyali Gosh and Shefali Nandan, Industrial Relations and Labour Laws, McGraw Hill.
2. S.C. Srivastava, Industrial Relations and Labour Laws, S. Chand & Company Ltd.
3. Mamoria CB, Mamoria, Gankar, Dynamics of Industrial Relations, Himalaya Publications.
4. P.R. Sinha, Indu Bala Sinha and Seema Priyadarshini Shekar, Industrial Relations, Trade Unions and Labour Legislation, Pearson Education.
5. S.N. Mishra, Labour and Industrial Laws, Central Law Publication.
6. Venkata Ratnam, Industrial Relations, Oxford.
7. S. Asaithambi, The Emerging Issues on Labour Problems in India under Globalization, Abhijit Publications.
8. Ministry of Labour and Employment, India, <http://labour.nic.in/>
9. Making India a Better workplace for All, Ebook, Ministry of Labour and Employment, India
10. International Labour Organization, www.ilo.org

Units Topics

1 Industrial Relations and Trade Unions

Concept of Industrial Relations - Factors affecting industrial relations, importance of Industrial Relations, Collective bargaining; International Labour Organisation : Genesis, development and dimensions, aims and objectives, Organs of the International Labour Organisation; Role of the Trade Unions in Modern Industrial Society of India - Trade Union of Employers and Workers, their forms and types in India.

2 Strikes, Lockout, Lay-off and Retrenchment

Strike and Lockout - Legal and illegal strikes and lockouts, Justified and unjustified strikes and lockouts, Strike and lockout in public utility services and other industries, Distinction between lockout and closure, strike and lockout.

Lay-off and Retrenchment –difference between lay-off and Retrenchment their application, necessary preconditions for their application, lay-off and retrenchment compensation, special provisions relating to lay-off, retrenchment and closure in certain establishments, penalty and punishment for illegal lay-off or retrenchment, consequences of illegal lay-off or retrenchment.

First Internal Examination

3 Arbitration

Reference of industrial disputes for settlement - Settlement machinery for Industrial Disputes, Conciliation Officer, Board of Conciliation, Court of Enquiry, Labour Court, Industrial Tribunal and National Tribunal and Arbitration, their composition, powers, and duties, different modes of settlement, Distinction between conciliation arbitration and adjudication, their merits and demerits, compulsory and voluntary arbitration.

4 Social justice and welfare

Concept of Social Justice, Working conditions in Organised and Unorganised sectors; Origin and growth of concept of Labour Welfare; Scope of Labour Welfare within and outside Factory premises; Theories of Labour Welfare; Role of Government, employers and worker trade union vis-a-vis Labour Welfare; Role of Labour Welfare Officer.

Second Internal Examination

5 Acts and Laws (objectives and key provisions):

1. The Industrial Disputes Act, 1947
2. The Industrial Employment (Standing Orders) Act, 1946
3. The Maternity Benefit Act, 1961
4. The Payment of Bonus Act, 1965
5. The Payment of Gratuity Act, 1972
6. The Payment of Wages Act, 1936
7. The Trade Unions Act, 1926
8. The Employees Provident Fund and Miscellaneous Provisions Act, 1952
9. The Employees Compensation Act, 1923
10. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013