

<b>PROGRAM</b>	<b>Bachelors Of Commerce / Bachelors Of Commerce(Hons)</b>
<b>SEMESTER</b>	<b>VI</b>
<b>COURSE TITLE</b>	<b>Fundamentals of Industrial and Labour laws</b>
<b>COURSE CODE</b>	<b>04BC0651</b>
<b>COURSE CREDITS</b>	<b>04</b>
<b>COURSE DURATION</b>	<b>48 Hrs (48 sessions of 60 minutes each)</b>

**COURSE OUTCOMES:**

- Demonstrate knowledge, skill, aptitude and capable of analysing, labour and welfare development.
- Create innovative solutions in terms of grievance handling and labour management practices.
- Understanding in labour and welfare practices and administration.
- Effective communication of norms which are to be followed as mandated, to employees
- Develop team work among the labour and formulate collective bargaining techniques.

**Teaching and Examination Scheme**

Teaching Scheme (Hours)			Credits	Internal Marks (50%)		End-Semester Examination (50%)			Total Marks
Theory	Tutorial	Practical		IA	CSE	Theory	Practical/Viva	Term Work (TW)	
4	0	0	4	30	20	50	0	0	100

**Course Contents:**

Unit No	Unit / Sub Unit	Sessions
I	<b>Law of Welfare &amp; Working Condition :</b>  The Factories Act, 1948; Contract Labour (Regulation and Abolition) Act, 1970; Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal ) Act, 2013; The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.	10
II	<b>Law of Industrial Relations:</b>  Industrial Disputes Act, 1947 (downsizing, retrenchment, lay-off, bench employees and termination) & Industrial discipline and domestic inquiry. The Industrial Disputes (Central) Rules,1957; The Industrial Employment (Standing Orders) Rules, 1946; Indian Trade Union Act, 1926; The Trade Unions (Amendments) Act, 2001	10

III	<b>Law of Wages:</b> Payment of Wages Act, 1936; Minimum Wages Act, 1948; Payment of Bonus Act, 1965; Equal Remuneration Act, 1976.	8
IV	<b>Social Security Legislations</b> Employees' Compensation Act, 1923; Employees Compensation (Amendment) Act, 2017; Employees' State Insurance Act, 1948; Employees' Provident Funds and Miscellaneous Provisions Act, 1952; Payment of Gratuity Act, 1972; Maternity Benefit Act, 1961; Maternity Benefit (Amendment) Act, 2017; The Unorganized Workers' Social Security Act, 2008; Apprentices Act, 1961	12
V	<b>Labour Codes:</b> Labour Code on Wages; Labour Code on Industrial Relations; Labour Code on Social Security & Welfare; Labour Code on Safety & Working Conditions.	8

**SUGGESTED READINGS:**
**Text Books:**

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year of Publication
T-01	P.L. Malik	Industrial Law	Eastern Book Company	18 <sup>th</sup> Edition
T-02	N.D. Kapoor	Handbook of Industrial Law	Sultan Chand & Sons	12 <sup>th</sup> Edition
T-03	S.S. Gulshan & G.K. Kapoor	Economic, Labour and Industrial Laws	Sultan Chand & Sons	3 <sup>rd</sup> Edition

**Reference Books:**

Sr. No	Author/s	Name of the Book	Publisher	Edition and Year of Publication
R-01	H.L. Kumar	Labour Laws	Universal Laws Publishing Co. Pvt. Ltd.	12 <sup>th</sup> Edition
R-02	P.L. Malik	Labour and Industrial Laws (Pocket Edition)	Eastern Book Company	4 <sup>th</sup> Edition
R-03	Venkata Ratnam and Manoranjan Dhal	Industrial Relations	Oxford University Press	2017