

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTERS IN TECHNOLOGICAL MANAGEMENT-MTM DUAL DEGREE PROGRAMME

Semester – IX (W.e.f. August 2015)

Subject Code: LABOUR LAWS

Subject: 4290108

COURSE OBJECTIVE:

- This course aims to provide an understanding of the fundamentals of the Laws governing industries and organizations.
- To facilitate a easy understanding of the students towards the practices governing the Industries and role of an HR manager
- To be able to analyze the importance of Industrial Relations in Industries

CONTENTS:

Module No	Module Content	Weightage
1	Industrial Relations Meaning, Definitions, Characteristics, Factors Affecting IR, Approaches to IR, Participation in IR, Objectives of IR and Human Relations Collective Bargaining Introduction, Definitions, Characteristics, Process of CB, Pre- requisites of a Successful CB, Types, Functions of CB, Factors Obstructing CB Workers' Participation In Management Concept, Objectives, evolution, Statutory and Non Statutory Forms of WPM, level of WPM, Necessary conditions for effective working of WPM Discipline	25%

	Meaning and definitions, Characteristics, Objectives of discipline, types of discipline, principles, procedure for disciplinary action, punishment, intervention by a tribunal, code of discipline in India Grievance Handling Grievance Handling: Meaning, definition, Causes, Importance of grievance handling, formal Grievance handling mechanism	
2	Trade Unions Act, 1926. Introduction, meaning, definitions, nature of trade unions, trade union movement in India, problems of trade union, appointment of Registrar, procedure for registration of a trade union, cancellation of registration, appeal, rights and Privileges of a registered TU, duties and liabilities, amalgamation, dissolution of TUs, offences and penalties, etc. Industrial Employment Standing Order Act, 1946 Introduction, Objectives, definitions, Model Standing Orders, Procedure for approval of standing orders, appeal, modification of standing orders, Certifying Officer, subsistence allowance, offences and penalties.	25%
3	Factories Act, 1948 Objectives, definitions, Provisions regarding, Health, safety, Welfare of workers, hazardous processes, working hours, restriction on employment of women and children, Annual leave with wages, offences and penalties Contract Labour(Regulation &Abolition) Act, 1970 Application, Establishments, definitions, jurisdiction of government, Central and State advisory boards, registration of establishments and licensing of contractors, prohibition of employment of contract labour, welfare and health of contract labour, liabilities of the Principal employer, Inspecting Staff, offences and penalties, etc	25%
4	Industrial Disputes Act, 1947 Introduction, Objectives, Definitions, Various Methods and Various Authorities under the Act for resolution of industrial disputes e.g. methods of conciliation, adjudication and voluntary arbitration, Authorities like Works Committee, Conciliation officer, Court of Enquiry, Labour Court, Industrial Tribunal, National Tribunal, Provisions with respect to Strikes and Lockouts, Lay-off and retrenchment,	25%

	Special provisions relating to lay-off, retrenchment and closure, offences and penalties, unfair labour practices, etc	
5	Practical Application of OB Supreme Court Cases on industry, workman, strikes, retrenchment, Conciliation and all the Acts.etc.	

TEXT BOOKS:

Sr. No	Author	Name of the Reference Book	Publisher Edition
1	P K Padhi	Labour and Industrial Laws	Latest Edition
2	B D Singh	Industrial Relations and Labour Laws	Latest Edition
3	Srivastava and Srivastava	Industrial Relations	Latest Edition

REFERENCE BOOKS:

Sr. No	Author	Name of the Reference Book	Publisher Edition
1	TAXMANN	Labour and Industrial Laws	Latest Edition
2	C S Venkata Ratnam	Industrial Relations	Latest Edition

SCHEME OF EVALUATION:

A	Projects/Assignments/Quiz/Class Participation, etc.	Weightage (50%) (Internal Assessment)
B	Mid-Semester Examination	Weightage (30%) (Internal Assessment)
C	End-Semester Examination (Min. 30% Theory and Mon. 70% Practical)	Weightage (70%) (External Assessment)