

KLE Society's Law College, Bengaluru

Subject: Labour Law-1

COURSE PLAN

2018-19

Objectives of the course

- To help the students to understand industrial relations frame work in our country.
- To understand the impact of constitutional provisions on labour legislations.
- To understand the ILO Conventions and Recommendations led to the enactment of labour legislations
- To understand the importance of the maintaining the industrial peace and harmony and efforts to reduce the incidents of strikes and lockouts.
- Critical examination of the industrial disputes Act 1947 with decided cases.
- To understand the procedure of imposing punishment for misconduct.
- To understand the framework of social security and welfare legislations existing in our country.

Unit and Hours	Topics	Sub Topics	Method	Prerequisite s-Reading /assignments	Supplementary Reading	Unit Outcomes
UNIT-1 (15)	Introduction to Labour Laws	Evolution of Labour Laws <ul style="list-style-type: none"> • Historical aspects • Master and slave relationship • Industrial revolution • Laissez faire state Impact of constitution on Labour Laws.	Lecture /PP T/ Case Study	S. N Misra- Lbour and Industrial Laws S.C Srivastva- Industrial Relations and Labour Laws	P.L. Milk- Industrial Law Labour Law and Labour Relations Cases and Materials- The Indian Law Institute.	At the end of this unit the students will have awareness about the evolution and growth of industrial jurisprudence and to become acquainted with the importance of legislative and judicial initiations for the protection of the labour, a vital element of the country's economy.

UNIT- II 15	Industrial Disputes Act 1947	<p>Industrial Disputes Act 1947.</p> <p>Historical Background</p> <ul style="list-style-type: none"> • Definition and Law a. Appropriate Government b. Award and settlement c. Industry d. Industrial dispute e. workman <p>Industrial Dispute Resolution Machinery</p> <ul style="list-style-type: none"> • Works Committee • Conciliation Board • Court of Inquiry • Grievance Settlement Authority <p>Voluntary Arbitration U/S10(A)</p> <p>Reference U/S 10</p> <p>Compulsory Adjudication Awards and Settlements</p> <ul style="list-style-type: none"> • Strikes and Lock outs • Lay off and Retrenchment • Closure and Transfer of Undertaking • Chapter V A & V B of I.D. Act 	Lecture and Case Discussions	S. N Misra- Labour and Industrial Laws	The law of Industrial Dispute.- Malhotra O.P	At the end of this unit the students will have knowledge on the procedures and machineries provided under I.D. Act for ensuring industrial peace and harmony
Unit-III 10	Industrial Disputes Act 1947		Lecture and discussion on and PPT	S. N Misra- Labour and Industrial Laws	The law of Industrial Dispute.- Malhotra O.P	

	<p>Trade union Act 1926.</p>	<ul style="list-style-type: none"> • Salient features of the Trade Union Act 1926 • Registration and cancellation of Trade unions • Funds of the union and immunity enjoyed by the union. • Amalgamation of Trade Unions • Recognition of Trade Union • Collective Bargaining • Methods of Collective Bargaining • Status of Collective Bargaining Agreements 			<p>At the end of this Chapter students will Understand about the need of unity among the labour class and its privileges under Trade Union Act.</p>
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Unit IV 12	Social Security Legislations	<ul style="list-style-type: none"> • Concept and importance of Social Security • Influence of ILO • Employees Compensation Act, 1923 • Definitions: Employer, Employee, Dependant. • Total and partial disablement • Liability of the employer to pay compensation, conditions and exceptions • Powers and functions of Commissioner. 	Lectur and discussi on/ PPT	S. N Misra- Lbour and Industrial Laws S.C Srivastva- Industrial Relations and Labour Laws	Dr. V.G. Goswami- Labour Industrial Laws	<p>At the end of this Chapter, students will have Cognition about the social security measures provided in various legislations, its scope and assistance.</p> <p>Students also will have awareness about the mechanisms for providing relief to the victims of work connected injuries or occupational diseases under Employees Compensation Act.</p>
	The Employees State	<ul style="list-style-type: none"> • The Employees State Insurance Act, 1948. • Definitions- Employment 				

Unit V 12	Insurance Act, 1948	<ul style="list-style-type: none"> injury, employer, employee and dependant. Contributions; Benefits Administrative Mechanism-Corporation, Standing committee and Medical benefit council Adjudication of Disputes ESI Courts 	Lecture r and PPT present ation	S. N Misra- Lbour and Industrial Laws S.C Srivastva- Industrial Relations and Labour Laws	L.abour problems in Indian Industry . V.V. Giri	At the end of this chapter students will be enlightened with the philosophy underlying the Payment of Wages Act and various provisions relating to health, safety and welfare of workers under Factories Act.
	The Payment of Wages Act 1936	<ul style="list-style-type: none"> Definitions- Employed Person, Factory, Industry, wages Deductions Authorities 				
	The Factories Act 1948	<ul style="list-style-type: none"> The Factories Act 1948 Definitions- Factory, manufacturing Process, occupier, worker Provisions relating to health, safety and welfare of workers. Provisions relating to hazardous process. 				

No of handouts- 2 No of students Presentation- 5

No of case studies- 5 No of documents to be screened -

No of Lecturers/PPT- 65

No of Guest Lectures- 1

No of writing exercise-

No of Hrs. for revision and Question Paper solving- 3

Any links -

Service Learning/ field visit: visit to Labour Commissioner Office and Labour Court to understand the conciliation and adjudication.


Course Outcome:

At the end of the course students will be acquainted with the machineries created under Industrial Disputes Act and the different provisions which regulate industrial relations for industrial peace and harmony. Need of unity among the labour class and the importance of collective bargaining. Students will be enlightened with labour welfare provisions under different legislations.

Industry/ professional skills:

Human values: Promote labour rights by protecting the weaker party in an unequal contractual relationship.

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