

IL 304 Labour Law - I

Unit - I General Introduction

- a. Approach to Labour Law
- b. Basis of Labour Law
- c. Historical Aspects - Master and slave relationship
- d. Social Justice and Labour Law
- e. Constitutional Perspective and Labour Law
- f. Approaches of Indian Judiciary and Judicial Legislation on Industrial Relations
- g. International Labour Organization and its influence on Indian Labour laws

Unit-II Industrial Disputes Act, 1947

- a. Scope, objects and features of the Act
- b. Definitions: Industry
Industrial Disputes (Industrial and Collective)
Workman
- c. Strikes and Lock-outs,
- d. Lay-off
- e. Retrenchment
- f. Closure
- g. Unfair Labour Practices and Role of Government;
- h. Authorities under the Act : Works Committee, Conciliation Officer, Boards of conciliation, Court of Inquiry, Labour Court, Tribunals

Unit -III Trade Unions Act, 1926 & Gujarat Industrial Relations Act & Collective Bargaining:

- a. History and development of Trade Union In India
- b. Registration of Trade Union & privileges of registered trade union
- c. Rights and Liabilities of Registered Trade Union
- d. Meaning and importance of Industrial Relations
- e. Classification of Unions: Primary union, Qualified Union, Representative union
- f. Concept & importance of Principle of Collective Bargaining

Unit–IV The Industrial Employment (Standing Orders) Act, 1946

- a. Meaning and application of the Act
- b. Standing orders & Model Standing Orders
- c. Certificate & Cancellation of Standing Orders
- d. Provision of Appeal
- e. Disciplinary Procedures: Departmental Inquiries

Recommended Books

1. S. N Mishra - Labour Laws S. C Srivastava - Social Security and Labour Laws.
2. Malhotra O. P - Industrial Disputes Act Vol. I and II.
3. Madhavan Pillai - Labour and Industrial Laws.
4. Srivastava K. D - Commentaries on Industrial Disputes Act, 1947.
5. V. V Giri - Labour problems in Indian Industry.
6. Labour Law and Labour Relations Published by Indian Law Institute.