



KLE SOCIETY'S KLE COLLEGE OF LAW, NAVI MUMBAI

COURSE PLAN

[A.Y. 2022-2023]

SECTION-I

CLASS: FY LLB

SEMESTER: V

HOURS PER WEEK: 06 hrs

FACULTY NAME: Bipasha Bandopadhyay

CONTACT DETAILS: bipasha@klecollegeoflawmumbai.edu.in

CREDITS: 04

COURSE OBJECTIVES:

This course is designed to acquaint the students with the framework of Industrial relations in our country Further, the importance of the maintenance of Industrial peace and efforts to reduce the incidence of Strikes and Lockout and Industrial Strike is to be emphasized. The main theme underlying the course is to critically understand the provisions of the Trade Unions, the types of machinery contemplated under the provisions of the Industrial Disputes Act for the prevention and settlement of industrial disputes Further, the objectives underlying the Industrial Employment (Standing Orders) Act, 1946 and Disciplinary Enquiry for Misconduct are to be studied to acquaint the students with misconduct and the procedure to be followed before punishing the misconduct alleged and established. Further, the students are to be

acquainted with the social security framework prevailing in our country. It is necessary to know the concept of social security, its importance and the constitutional basis for the same in India. The importance of ensuring the health, safety and welfare of the workmen and social assistance and social Insurance Schemes under various legislations are to be emphasized. The main theme underlying the course is to critically examine the provisions in the Employee's Compensation Act-1923 and the machinery provided for protecting the interests of the workers. Further, the objectives underlying the Factories Act-1948, are to be studied to acquaint the students with various rights and benefits available to the workmen under the legislation. The course aims to impart knowledge about the social security of employees and workmen in industries and factories as per the Social Security Code, 2020. The course further aims to make the students well-versed with the occupational safety, health and working conditions of persons employed in establishments as per the Employees Compensation Act, 1923.

COURSE OUTCOMES:

After completing this course students should be able to:

1. Interpret the provisions relating to Industrial relations, social security and working conditions and to enquire about the procedural and industrial discipline in present establishments,
2. Outline the legal provisions and concepts of Lay-Off and Lock-Out, Retrenchment, Strike, Wages and Workman,
3. Outline / inspect the important causes & impact of industrial disputes, the provisions relating to health, safety and welfare of the workers,
4. Explain the standards and techniques of Collective Bargaining,
5. Elaborate the concept of Industrial relations,
6. Analyse the technicalities and concepts of industrial dispute and apply the relevant provisions of law into practise,
7. Comparatively analyse the state law, MRTU & PULP, 1971 with the Trade Unions Act, 1926, in respect to its provisions.

SECTION II

Unit number and title	Unit details	Week (starting and end dates)	Hours per week	Teaching learning methods used)/ activities and or class trips/ dates for assessment	Resource/ Reference details
MODULE 1: THE TRADE UNIONS ACT, 1926	Evolution and growth of Trade Union in India.	I	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
1.1.	Object and Scope of the Act	I	1	a) Descriptive, b) Presentation based	N.D. Kapoor: Handbook of Industrial Law;
1.2.	About International Labour Organization (ILO)	I	1	a) Descriptive, b) Presentation based	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
1.3.	ILO- its influence in bringing changes in the Constitution and national legislation.	I	1	a) Descriptive, b) Presentation based	P. L. Malik : Labour and Industrial Laws (Pocket Edition); Eastern Book Company,
1.4.	Definition, Registration and Recognition	I	1	a) Descriptive,	H.L. Kumar : Labour Laws;

				b) Presentation based	Universal Laws Publishing Co. Pvt. Ltd.,
1.5.	Registration process of Trade Union	I	1	a) Descriptive, b) Presentation based	Labour & Industrial Laws (Legal Manual): Universal Law Publishing Co. Pvt. Ltd.,
1.6.	Rights and Liabilities of Registered Trade Unions	II	1	a) Descriptive, b) Presentation based	Bare act of Trade Unions Act, 1926
1.7.	Penalties and Procedure	II	1	a) Descriptive, b) Presentation based	Bare act of Industrial Disputes Act, 1947
1.8.	Immunities in trade disputes: Criminal and Civil	II	1	a) Descriptive, b) Presentation based	Bare Act of Factories Act, 1948 And Apprentices Act, 1961

1.9.	Collective Bargaining – Purpose and its types.	II	1	a) Descriptive, b) Concept based, c) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
1.10.	Collective Bargaining Process,	II	1	a) Descriptive, b) Concept based,	P.L. Malik : Industrial Law;

	Advantages and Disadvantages.			c) Presentation based	Eastern Book Company; Lalbagh, Lucknow
MODULE 2: INDUSTRIAL DISPUTES ACT, 1947	Industry – Conceptual Analysis.	II	1	a) Descriptive, b) Concept based, c) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.1.	Introduction- Object and Significance of the Act	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.2.	Important Definitions; Concept – Industrial Dispute, Workman etc.	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.3.	Authorities under the Act and their duties	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.4.	Strike Types of Strike and Legality of Strike	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.5.	Justified and Unjustified Strikes; Wages for Strike Period; Dismissal of	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book

	Workmen and Illegal Strike				Company; Lalbagh, Lucknow
2.6.	Lock-outs: Justification of Lock-out and Wages for Lock-out Period	III	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.7.	Lay off, Retrenchment and Closure.	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.8.	Change in Conditions of Service	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.9.	Unfair Labour Practices etc.	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.10.	Unfair Labour Practices etc	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.11.	Recognition of Union and its rights with obligations.	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company;

					Lalbagh, Lucknow
2.12.	Recognition of Union and its rights with obligations.	IV	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.13.	Authorities within the Act.	V	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.14.	Power of Courts	V	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.15.	Penalties	V	1	a) Descriptive, b) Presentation based	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.16.	Discussion on Case Law: <i>Workmen of Indian Express Newspapers Ltd. vs. Management Indian Express Newspapers AIR 1970, SC 737</i>	V	1	a) Analytical b) Reflective	P.L. Malik : Industrial Law; Eastern Book Company; Lalbagh, Lucknow
2.17.	Discussion on Case Law: <i>Bangalore Water Supply v. A. Rajappa</i>	V	1	a) Analytical b) Reflective	P.L. Malik : Industrial Law; Eastern Book Company;

					Lalbagh, Lucknow
MODULE 3: MRTU & PULP, 1971	Scope of the Act & Definitions	V	1	a) Descriptive, b) Presentation based, c) Explanatory	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
3.1.	Authorities under the Act and their duties	VI	1	a) Descriptive, b) Presentation based, c) Explanatory	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
3.2.	Concept of 'Strike' under this Act	VI	1	a) Descriptive, b) Presentation based, c) Explanatory	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
3.3.	Unfair Labour Practices	VI	1	a) Descriptive, b) Presentation based	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
3.4.	Power of Industrial Court/ Contempt of Industrial or Labour Court	VI	1	a) Descriptive, b) Presentation based, c) Explanatory	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
3.5.	Award and Settlement.	VI	1	a) Descriptive, b) Presentation based	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;

3.6.	Comparative study of the MRTU & PULP, with Trade Unions Act, 1926.	VI	1	a) Descriptive, b) Presentation based	S.S. Gulshan & G.K. Kapoor: Economic, Labour and Industrial Laws;
MODULE 4: FACTORIES ACT, 1948 AND APPRENTICES ACT, 1961	Factories Act, 1948 Scope & Object of the Act	VII	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.1.	Definitions of the Act	VII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.2.	General Duties of the Occupier, Manufacturers, etc.	VII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.3.	Measures to be taken by Factories for Health,	VII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.4.	Provisions relating to Safety of workers	VII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.5.	Provisions relating to Safety of workers	VII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws-

					Central Laws
4.6.	Provisions relating to Safety of workers	VIII	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.7.	Provisions relating to Welfare of workers	VIII	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.8.	Provisions relating to Welfare of workers	VIII	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.9.	Provisions relating to Welfare of workers	VIII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.10.	Provision relating to Hazardous Process and working conditions.	VIII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.11.	Provision relating to Hazardous Process and working conditions.	VIII	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.12.	Working Hours of Adults; Additional Provisions Regulating	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-

					Central Laws
4.13.	Working Hours of Adults; Additional Provisions Regulating	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.14.	Working Hours of Adults; Additional Provisions Regulating	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.15.	Employment of Women in a Factory; Employment of Young Persons and Children	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.16.	Penalties and Procedures	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
Apprentices Act, 1961	Apprentices and their training with object and scope.	IX	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.17.	Definitions	X	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-Central Laws
4.18.	Qualification for being engaged as an apprentice; Contract of apprenticeship	X	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws-

					Central Laws
4.19.	Obligations of employers; Obligations of apprentices; Apprentices are trainees and not workers	X	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.20.	Authorities constituted under this Act	X	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.21	Authorities constituted under this Act	X	1	a) Descriptive, b) Presentation based	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.22.	Payment to apprentices; Hours of work, overtime, leave and holidays; Conduct and discipline	X	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.23.	Settlement of disputes; Authorities under the Act;	XI	1	a) Descriptive, b) Presentation based c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws
4.24.	Offences and penalties	XI	1	a) Descriptive, b) Presentation based, c) Explanatory	S.N. Mishra: Labour & Industrial Laws- Central Laws

SECTION-III

Course Outcome (CO) and Programme Outcome (PO) & Programme Specific Outcome (PSO1) Mapping

Course Outcome	Programme Outcome					
	PO1	PO2	PO3	PO4	PO5	PO6
CO1			✓		✓	
CO2			✓		✓	
CO3			✓		✓	
CO4			✓		✓	
CO5			✓		✓	
CO6			✓		✓	
CO7				✓		

SECTION-IV

Course Outcome and Internal Assessment Mapping

Learning outcomes of the course	Components of Assessment		
	Internal Assessment 1 (Class Test)	Internal Assessment 2 (Research Project)	End Semester Exam
CO1: Remember and Understand	✓		✓
CO2: Apply			✓
CO3: Analyze	✓	✓	
CO4: Evaluate	✓	✓	
CO5: Create		✓	