

**Department of Commerce
University of Delhi**

Course : B.Com (H)

Semester : VI

Subject : Industrial Relations and Labour Laws

Paper No.: 6.4 (d)

The meeting for the above mentioned paper was held at PGDAV College on 8th February, 2018 at 11:00 hrs. The following guidelines were set in the meeting with the consent of all the teachers and the representative of Department of Commerce, University of Delhi:

Unit I : Industrial Relations

- * Concept of Industrial Relations
- * Nature of Industrial Relations covering:
 - 1) 'Input-output' and 'Systems' approach (Dunlop's approach)
 - 2) 'Human-resource Management' and 'Control of labour process' approach (derived from the unitary and Marxist Perspective)
 - 3) IR model of changing power dynamics.
- * Objectives of IR
- * Factors affecting IR in changing environment namely-
 - a) Role of State in IR
 - b) Globalization and the WTO Regime
 - c) Disinvestment, privatization
 - d) Attitude of Judiciary
- * Evolution of IR in India
 - a) Pre-independence
 - b) Post-independence (1947-1991)
 - c) LPG (1991-2008)
 - d) Post Recession (2008 to present)
- * briefly discussing-
 - a) Royal Commission on Labour
 - b) Ist National Commission on Labour
 - c) IInd National Commission on Labour

- * Role of State- Policies and Legislation, Institutions (Facilitative, Executive, Judicial)
- * Trade Union
- * Employers' organization
- * HRM and IR
- * Role of ILO in IR
- * International Dimensions of IR

Unit II : Trade Union

- * Trade Union- origin and growth, unions after Independence
- * Unions in the era of Liberalization
- * Factors affecting growth of Trade Unions in India
(Multiplicity and Recognition as different from Registration)
- * **Major provisions of Trade Union Act, 1926**
 - * Objectives and Applicability
 - * Definitions: Trade Disputes - Sec.2(g)
Trade Union - Sec 2(h)

Cases:

- * Delhi Police Non-Gazetted Karamchari Sangh v. Union of India (SC)
- * Tirumala Tirupati Devasthanam v. Commissioner of Labour (1977) (APHC)
- * Registration: Secs 4,5,6,7,8,9,9A,10,11
- * Certain Acts not to apply to Trade Union. Sec.14
- * Rights and Liabilities of registered Trade Union (Sec.15)
 - General Funds (Sec.15)
 - Fund for Political Purpose (Sec.16)
- * Privileges of Registered Trade Union
 - 1) Criminal conspiracy in Trade Disputes (Sec.17)
 - 2) Immunity from civil suit in certain cases (Sec.18)
- * Amalgamation of Trade Unions (Sec.24)

Unit III : Discipline and Grievance Redressal

Discipline: Causes on Indiscipline, Maintenance of discipline and misconduct, Highlights of domestic enquiries, Principle of Natural Justice, Labour turnover, Absenteeism. Grievance, meaning of Grievance, Grievance redressal machinery in India, Grievance handling {Indian Labour Conference, 1958 (model procedure)}

Salient features of Industrial Employment (Standing Orders) Act, 1946

- * Statement of objects and reasons
- * Applicability
- * Submission of draft Standing Orders (Sec.3)
- * Conditions for certification of draft Standing Orders (Sec.4)
- * Certification of draft Standing Orders (Sec.5)
- * Appeals (Sec.6)

Secs 7,8,9,10,10A

- * Date of Operation of Standing Orders (Sec.7)
- * Register of Standing Orders (Sec.8)
- * Posting of Standing Orders (Sec.9)
- * Duration & modifications of Standing Orders (Sec.10)
- * Payment of subsistence Allowance (Sec.10A)

Unit IV : Industrial Disputes Act, 1947

Definitions, Industry [Sec.2(j)], Sec.2(j) amendment 1982 not notified yet.

Case - Bangalore Water Supply & Sewerage Board v. A Rajappa

- * Workman Sec.2(s)
- * Industrial Disputes Sec.2(k), 2A
- * Authorities under the Act, Secs. 3,4,5,6,7,7A,7B,7C
- * Procedure, power and duties of Authorities (Secs.11-20)
- * Strikes and lock-out
- * Illegal Strikes and lock-out

Cases:

All India Bank Employees Association v. National Industrial Tribunal (1962)

T. K. Rangarajan v. State of Tamilnadu (SC, 2003)

- * Lay off
- * Retrenchment and closure

Unit V : The Factories Act, 1948

- * Historical Background
- * Definitions: Factory, Manufacturing Process, Worker, Occupier
- * Health (Secs.11-20)
- * Safety (Secs.21-41)
- * Welfare (Secs.42-50)

One question from each unit. One part of first question should be related to cases covered.

