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| **Name of the Programme** | **M.A Social Work** |
| **Semester** | **IV** |
| **Course Code** | **MSW-406 (B)** |
| **Nature of the Course** | **DSE** |
| **Course Title** | **Labour Laws and Industrial Relations** |
| **Credits** | **3** |
| **Marks** | **100** |

**Objectives:**

1. To develop the knowledge of labour welfare and its changing nature in the era of globalization.
2. To familiarize with the industrial problems
3. To know the present unrest and proper approach to labour management relation.

**Learning outcome:**

1. Students will be able to read and demonstrate good comprehension of contents in areas of the student’s interest of professional field.
2. Students will be able to acquire the skills of working in Industrial Setting and comprehend the legal provisions relating to labour welfare in different industries.

**Course Content**

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| **Unit** | **Name of the unit** | **Contents** | **L** | **T** | **P** | **Marks** |
| **1** | **Labour** | concept, characteristics and problems of Indian labour- labour in organized and unorganized sectors-Labour Legislations: Concept, need and historical development of Labour Legislation in India; Factories Act, 1948-The Contract Labour (Regulations and Abolition) Act, 1970-The Mines Act, 1952-;Concept and types of wages- Legislations relating to Wages: The Payment of Wages Act, 1936- The Minimum Wages Act, 1948- The Payment of Bonus Act, 1965 | 08 | 03 | - | 15 |
| **2** | **Concept of Social security-Legislations relating to social security** | The ESI Act, 1948- The Employees Provident Fund and Miscellaneous Provisions Act, 1952- The Payment of Gratuity Act, 1972- The Maternity Benefit Act, 1961-Sexual Harassment of Women at Workplace(Prevention, prohibition and Redressal)Act, 2013 | 08 | 02 | - | 10 |
| **3** | **Industrial Relations** | Meaning scope, Need factors influencing IR. Actors of IR: Employees and their organization, employers and the government- roles and responsibilities of IR s. Approaches to IR-Marxian, Giri, Webbs, Dunlop;Discipline: Definition, Meaning, causes for indiscipline and misconducts- Hot stove rule and principles of Natural Justice- Disciplinary Action: Guidelines Process: show cause notices, Explanations, domestic enquiry, Penalties and punishment: fine, Demotion, Suspension, Discharge and Dismissal. | 08 | 03 | - | 15 |
| **4** | **Conflicts and Disputes** | Meaning, Causes, forms of conflicts: strikes and Lockouts Grievances: Meaning, Cause Redressal Procedure-Collective bargaining: Meaning, Scope, difficulties encountered in India, Industrial Democracy- Industrial Peace harmony and unrest; Role of Social Workers in Industry. | 08 | 02 | - | 10 |
| **5** | **Trade union Management** | Origin and Growth of TMU in India-Definition, Theories, Objectives, Functions, Structure and Governance; The trade union Act- 1926, the Industrial Employment Standing orders Act -1946, Industrial Disputes act-1947 | 08 | 02 | - | 10 |
| **TOTAL CONTACT HOURS** | | | 52 | | | 60 |

* Note : End Semester Exam : 60 Marks, In Semester 40 Marks ( 20 In Semester Exam, 5 Presentation, 5 Assignment, 5 Classroom Participation and 5 Attendance)

**Suggested Readings:**

* ArunMonappa 1989 Indutrial relations, New delhi, tataMagraw
* Bhagliwel .T.N. 1988 Personnel Management and Industria Relations Deep and Deep publisher
* Dewan, 1996 Labour Management, New delhi, discovery, Publishing Sudharsan House
* Gaur.L 1986 Trade unionism and Industrial Relations, New Delhi Deep and Deep Publisher
* Memoria,C.B 1985 Dynamics of Industrial relations & Memaoria .S
* PunekarEtal 1988 Labour Welfare, trade unionism and Industrial relation Mumbai,Himalaya.
* Sarma, A.M. (2005), Aspects of Labour Welfare and Social Security , Himalaya Publishing House, Mumbai
* Saxena, R. C (1960),Labour Problems & Social Welfare, Jai PrakashNath& Co., Meerut.
* Vaid, K. N. (1970), Labour Welfare in India, Sri Ram Centre For Ind. Relation ,New Delhi.