# GUJARAT UNIVERSITY SYLLABUS FOR T.Y.B.B.A. SEMESTER VI

**COURSE CODE-308 INDUSTRIAL LAWS**

## Introduction:

To create awareness amongst student for Industrial laws which helps in creating and maintaining transparent business policies in dealing with labours. Harmonious relationship with management and labour and employer is necessary to maintain steady growth of the nation as well as institute.

## Objectives:

To gain knowledge of various Industrial Laws and also understand the application of Industrial lawsto practical situations.

To acquaint students from various labour laws.

## Total Hours: 40 Number Of Credits: 3 Lectures Per Week: 3

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **Topic** | **Weightage** | **No of Hours** |
| 1 | Industrial Dispute Act | 25 | 12 |
| 2 | Factories Act | 25 | 7 |
| 3 | ESIC Act | 15 | 6 |
| 4 | Workmen’s Compensation Act | 15 | 6 |
| 5 | P.F. and Miscellaneous Act | 10 | 6 |
| 6 | Payment of Wages Act, 1936 | 10 | 3 |

**Text Book:**

1. Labour Laws for Managers By: B.D. Singh 2nd edition Excel Books

## Reference Book:

1. Industrial Relations and Labour Laws by: S.C. Srivastava, 6th Revised Edition, Vikas Publishing House New Delhi.
2. Industrial Law: By: K.C. Garg, V.K. Sareen, Mukesh Sharma, R. C. Chawala, Klayani Publishers, Ludhiyana.
3. Labour Laws By: H.L Kumar Universal Laws Publishing Co. Pvt. Ltd, New Delhi
4. Legal Aspects of Business , Text, Jurisprudence, and Cases, By: Daniel Albuquerque, Oxford University Press, New Delhi.

## Topic for Assignments:

1. Discuss the scope of Factories act with reference to the definition given by the act and various case laws.
2. Discuss the meaning of Industrial Dispute and explain how it is different as to Personal Dispute.
3. Discuss the Present Scheme of PF by government and Semi-Government Organisation and PF scheme offered by Private Insurance Company
4. Prepare a chart showing procedure under Factories act for getting licence and annual renewal of license.
5. Differentiate between the ESIC and Workmen’s Compensation act with reference to Benefit to the Employee

## Topics for Seminar/Presentation:

1. Discuss the Case of Maruti Udyog Ltd and Labour Union.
2. Discuss recent case of Strike and its resolution system adopted by respective organisation.
3. Discuss the Liability of Employer in different industries for different situations. (Accident, Death etc.)
4. Discuss the procedure of claim with ESIC for Accidental Death.

Discuss different schemes under P.F. act.