

LECTURE PLAN

MANAGEMENT OF INDUSTRIAL RELATIONS

MS -231

**COURSE OUTLINE
MBA III SEMESTER
MANAGEMENT OF INDUSTRIAL RELATIONS - MS 231**

L – 3 Credits - 3

COURSE OBJECTIVES:

- To educate students on the importance of conceptual and practical aspects of employee relations at the macro and micro levels
- To acquaint the students with changing roles of employees, employers and government in industrial relations.
- To understand the laws formulated for the protection of various stakeholders.
- To help in comprehending the role of global agencies in monitoring and safe guarding the interests of stake holders.
- To understand the impact of technology and globalization on industrial relations.

COURSE OUTCOMES:

- To comprehend the concept of Industrial Relations and its importance in the current context.
- To understand facets of interactions between the employer, employees and the government and the consequences in case of industrial conflicts.
- To outline the regulatory framework which the Indian establishments/companies need to observe for their smooth conduct.
- To acclimatize the global industrial relations practices along with the role of International Labour Organization in developing the framework.
- To comprehend the impact of technology and globalization on industrial relations.

INTERNAL ASSESSMENT AND ASSIGNMENT

25 marks

- | | |
|----------------------------------|----------|
| 1. Class Test-I - (Written Test) | 15 marks |
| 2. Class Assessment + Attendance | 10 marks |

CONTENTS:

Introduction to Industrial Relations : Concept Nature, Scope, Approaches and Evolution of Industrial Relations in India, Role of Government, Unions and Management Associations in Industrial Relations, International Labour Organization: Objectives and Major Role.

(10 Hours)

Unit II

Interactions and Outcomes in Industrial Relations: Employee Involvement and Participation: Concept, Objectives and Forms, Discipline and Grievance Management: Forms and Handling of Misconduct, Collective Bargaining: Importance, process of negotiations and recent trends in Collective Bargaining.

(8 Hours)

Unit III

Legal Framework of Industrial Relations: Labor Codes: The Code on Wages, Industrial Relations Code, Social Security Code and the Occupational Safety, Health and Working Conditions Code, Prevention of Sexual Harassment at Workplace: Meaning and definition, Provisions, International Norms, National Norms, Labor Laws in IT Industry (Karnataka Shop and Establishment Act). **(18 hours)**

Unit IV

Emerging Scenario of Industrial Relations: Latest developments as reported by Ministry of Labor and Employment, Annual Reports of Ministry of Labor. **(6 Hours)**

Suggested Readings : (Latest Editions)

1. Taxmann's New Labour and Industrial Laws (Latest Edition)
2. Saha, Satish, K. & Agarwal, Anju (Latest Edition). Industrial Relations and Labour Laws, SBPD Publications
3. Goparaju, Srikanth (Latest Edition). Industrial Relations in Modern India. Independent Publication
4. Lakhawat, Pradhyuman Singh. & Singh, Poonam. (Latest Edition). Contemporary Issues of Industrial Relations: An Indian Perspective (Management). Central West Publishing
5. Ministry of Labor and Employment Website [www. https://labour.gov.in/](https://labour.gov.in/)
6. Srivastava, S.C. (Latest Edition). Industrial Relations and Labour Laws, Vikas Publications

STUDY MATERIAL FOR THE SUBJECT

The following should be the study material for the subject. The students are advised to go through the material for developing thorough understanding of the subject.

➤ TEXT BOOKS

1. **Authors' Names:** P.R.N. Sihna, Indu Bala Sinha, Seema Priyadarshini Shekar
Title: Industrial Relations, Trade Unions, and Labour Legislation
Edition: Third Year: 2017
Publisher: Pearson (ibid 1)
2. **Author's Name:**
Title: New Labour and Industrial Laws
Edition: First Reprint **Year:**2022
Publisher: Taxmann's (ibid 2)
3. **Authors' Name:** S.C. Srivastava
Title: Industrial Relations and Labor Laws
Edition: Eighth **Year:**2022
Publisher: Vikas Publishing House Pvt. Ltd. (ibid 3)

➤ REFERENCE BOOKS

1. **Author's Name:** C.S. Venkata Ratnam, Manoranjan Dhal
Title: Industrial Relations
Edition: Second Edition **Year:** 2018
Publisher: Oxford Higher Education (ibid 4)

➤ JOURNAL

1. The Indian Journal of Industrial Relations

➤ CLASS HANDOUTS

LECTURES 1 – 4

CONCEPT OF INDUSTRIAL RELATIONS

OBJECTIVE:

To understand and appreciate various concepts, nature, scope and approaches of Industrial Relations and their evolving dynamics in the present business scenario as management of personnel is important for every organization.

CONTENTS:

- Meaning of Industrial Relations
- Definition of Industrial Relations
- Nature of Industrial Relations
- Scope of IR
- Dominant Aspects of IR
 - Conflict
 - Cooperation
- Objectives of Industrial Relations
- Parties to IR
- Scope and Aspects of IR
- Approaches to Industrial Relations
 - Unitary perspective
 - Pluralist perspective
 - Radical Marxist perspective
- Significance of IR
- Factors Affecting IR
- Conditions for Good IR
- Evolution of Industrial Relations
- Evolution of Industrial Relations in India

ASSIGNMENTS FROM QUESTION BANK

UNIT I

SHORT ANSWER QUESTIONS: Q. 1 -10, 36, 37, 41-44

LONG ANSWER QUESTIONS: Q. 1 – 8, 27, 28, 30, 32, 34, 36-38

SUGGESTED READINGS:

TEXT BOOKS:

- 1 ibid 1, Page No. 215-224
- 2 ibid 3, Page No. 45-51

REFERENCE BOOK:

1. ibid 4, Page No. 18-30

ARTICLES:

1. Premalatha. P. & Jagannathan. S “Organizational Civility: Assessing IR Competencies of HR Professionals”, Indian Journal of Industrial Relations”, Vol. 52(1) 2016, pp. 101 – 116.
2. Ray. P & Elembilassery .E, Depiction of Industrial Relations in Movies: An Exploratory Study, Indian Journal of Industrial Relations, Volume 53(2), 2017, pp. 346- 360
3. Duara M, Mallick M, Women Workers and Industrial Relations in Tea Estates of Assam, Indian Journal of Industrial Relations Vol55(1), 2019, pp. 15-26.
4. Joseph Jerome and N Muncherji, The HR or IR Theory-Reality Lag - An Exploration, Indian Journal of Industrial Relations, Volume 56, Issue 2, 2020, pp. 191-202.

LECTURE 5

THE DYNAMIC CONTEXT OF INDUSTRIAL RELATIONS: GLOBALIZATION AND THE NATIONAL ECONOMY

OBJECTIVE:

Significant changes have taken place in the environment of Indian in the last decade. The rapid economic, technological, social, political and global changes have shifted the perspective of industrial relations in India. The motive of this lecture is to acquaint students with emerging trends of IR.

CONTENTS:

- Globalization
- Changes in workforce profile
- Changes in the Technological and Political-legal environment
- Changes in employment practices
- Responses to Competitive Pressures
- Future of IR

ASSIGNMENTS FROM QUESTION BANK

UNIT I

SHORT ANSWER QUESTIONS: Q 33, 39, 45

LONG ANSWER QUESTIONS: Q21 – 24, 31

SUGGESTED READINGS:

TEXT BOOK:

1. ibid 3, Page No. 29-31

REFERENCE BOOKS

1. ibid 5, Page No. 38-45
2. ibid 6, Page No. 29-42

ARTICLES:

1. Bose. I. & Mudgal . R. K. “Industrial Relations in the Transnational Business Scenario: An Overview”, Indian Journal of Industrial Relations”, Vol. 51(3) 2016, pp.351 – 358.
2. Semenza. R & Hossain. M, Labor Justice in Global Manufacturing: New Actors for Revitalizing Industrial Relations, Indian Journal of Industrial Relations, Volume 52(4), 2017, Pg. 543- 557
3. J. P. Bhattacharjee and Rakhee Bhattacharya, “Industrial Policy in North East India: Peripheral Realities in Post-Liberalization Period”, The Indian Journal of Industrial Relations, Volume 54, Issue 2, 2018, pp. 244-257.
4. Mandal Sritama & Mukhopadhyay Susmita, Impact of Globalization on Union of Sales Representatives in Pharmaceuticals Sector, Indian Journal of Industrial Relations, Volume 56, Issue 1, 2020, Page 58-72.

LECTURES 6-9

ROLE OF TRADE UNION IN INDUSTRIAL RELATIONS

OBJECTIVE:

The key participants in the Industrial Relations system are employers, employees and the state. Interactions in the IR take place amongst these parties and together they determine the success or failure of the relations. These features would explain the characteristics and roles of the workers and their unions in employment relations.

CONTENTS:

- Meaning of Trade Unions
- Definition of Trade Unions
- Features of a Union
- Forms of unions
 - Classical
 - Neo-classical
 - Revolutionary change in the system
- Objectives of trade unions
- Functions of a Union
- Significance of trade unions
- Criticism of trade unions
- Strategies for building Responsible Trade Unionism
- Types of unions

- Essentials for success of a Union
- Unions in India

ASSIGNMENTS FROM QUESTION BANK:

UNIT I

SHORT ANSWER QUESTIONS: Q18 – 20, 38,46, 47(UNIT II)

LONG ANSWER QUESTIONS: Q12 – 20, 35, 40, 39, 41-43(UNIT II)

SUGGESTED READINGS:

TEXT BOOKS:

- 1 ibid 1, 1-41, 176-192
- 2 ibid 3, Page No. 57-73

REFERENCE BOOK:

1. ibid 4, Page No. 68- 84

ARTICLES:

- 1 Hris.O, The Changing Role of State in Industrial Relations, Indian Journal of Industrial Relations, Volume 52(4), 2017, pp. 558 – 569
- 2 Mondal. B, Trade Unions Influence on Wages during 2004/05 - 2011/12: Evidence from NSS Rounds, , Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 400- 415
- 3 Rathod.H & Salwan.P, Trade Unions Influence on Wages during 2004/05 - 2011/12: Evidence from NSS Rounds, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 400 - 415
- 4 Smit. P & Gapola. L, Trade Unions Services & Member Satisfaction in Public Sector: A South African Scenario, Indian Journal of Industrial Relations, Volume 53(2), 2017, pp. 332- 345
- 5 Rashmi.M, Participation of Women in Trade Unions: A Study of Centre of Indian Trade Unions (CITU), Indian Journal of Industrial Relations, Volume 53(4), 2017, pp. 618- 629
- 6 Dash . S, Women Trade Union Participation in India – A Qualitative Inquiry, Indian Journal of Industrial Relations Vol55(1), 2019 pg 27-38
- 7 Maini R, Models of Union Participation: A summary of Literature, Indian Journal of Industrial Relations Vol55(2), 2019 pg 285-2

LECTURES 10 - 12

ROLE OF MANAGEMENT

OBJECTIVE:

The key participants in the Industrial Relations system are employers, employees and the state. All of these have significant roles to play in carrying out the labor-relations. Interactions in the IR take place amongst these parties and together they determine the success or failure of the relations. This

section would explain the characteristics and changing roles of the employers (management) and their federations in employment relations.

CONTENTS:

- Meaning
- Objectives
- Nature
- Structure
 - Local organizations
 - Regional organizations
 - Industrial organizations
 - Central organizations
- Functions
 - Communication
 - Advisory
 - Representation
 - Education
 - Social responsibility
- Employers' associations in India
 - AIOE
 - EFI
 - AIMO
 - IOE
 - SCOPE
 - CIE

ASSIGNMENTS FROM QUESTION BANK:

UNIT I

SHORT ANSWER QUESTIONS: Q11 – 15, 46

LONG ANSWER QUESTIONS: Q 10, 11, 39

SUGGESTED READINGS:

TEXT BOOK:

1. ibid ____, Page No. 226 – 230
2. ibid 3, Page No. 73-77

REFERENCE BOOK:

1. ibid 4, Page No. 49 - 62

ARTICLES:

1. Bose. I. &Mudgal R. K. “Changing Perspectives of Employment Relations in the Globalized World: A critical Review”, Indian Journal of Industrial Relations”, Vol. 52(1), 2016, pp. 50 – 57.
2. Sundar K.R, Sapkal R S, Issues in the Indian Labour Market: Insights from PLFS Survey, Indian Journal of Industrial Relations Vol55(2), 2019 pg 191-204
3. Rodgers Gerry, Labour and Employment in India: A 50-Year Perspective, The Indian Journal of Labour Economics , Volume 63, February 2020, Page 1–19.

LECTURE 13

STATES’ INTERVENTION IN INDUSTRIAL RELATIONS

OBJECTIVE:

The key participants in the Industrial Relations system are employers, employees and the state. All of these have significant roles to play in carrying out the labor-relations. Interactions in the IR take place amongst these parties and together they determine the success or failure of the relations. This section would explain the role of the State in employment relations.

CONTENTS:

- Introduction
- Role of State in Industrial Relations
- Need for States’ Intervention
- Evolution of IR policies
 - Pre-independence era
 - Post-independence era
- IR Policies during the plan period
- Paradigm shift in IR policy of Government of India

ASSIGNMENTS FROM QUESTION BANK:

UNIT I

SHORT ANSWER QUESTIONS: Q16 – 17, 40

LONG ANSWER QUESTION: Q9

SUGGESTED READINGS:

TEXT BOOKS:

1. ibid 1, Page No. 231- 232
2. ibid 3, Page No. 51 -56

REFERENCE BOOK:

1. ibid 5, Page No. 200-214

ARTICLE:

1. Bathini .D, McDonaldization of Work in Indian Fast-food, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 386-399

UNIT-II

LECTURES 14 – 15

EMPLOYEE INVOLVEMENT & PARTICIPATION: CONCEPT, OBJECTIVES AND FORMS

OBJECTIVE:

Behavioral scientists emphasized the concept of socio-technical systems and propounded that an organization which takes into consideration human feelings and aspirations and associates employees with the process of management is likely to be more efficient and healthier as compared to an organization using the authoritarian ways of managing the employees. This lecture would thus, emphasize the importance of workers' participation in management (WPM) and throw light on the various modes of WPM in the Indian industry.

CONTENTS:

- Concept of WPM
- Objectives
- Importance
- Levels of WPM
 - Information sharing
 - Joint decision making
 - Self-control
- Modes of WPM
 - Works committee
 - Joint management council
 - Collective bargaining
 - Co-partnership
 - Worker-director
 - Suggestion scheme
 - Grievance procedure
 - Quality circle
- Requisites of effective WPM
- WPM in India
 - Modes
 - Weaknesses
 - Measures for success

ASSIGNMENTS FROM QUESTION BANK:

UNIT II

SHORT ANSWER QUESTIONS: Q1, 4-12, 38, 39, 44

LONG ANSWER QUESTIONS: Q1-5, 28, 29, 36, 37

SUGGESTED READINGS:

TEXT BOOKS:

1. ibid 1, Page No. 332-360
2. ibid 3, Page No. 87 - 96

REFERENCE BOOK:

1. ibid 4, Page No. 409-421

ARTICLES:

1. Nirad Inamdar, “ A Segmentation-based Determination of Factors Influencing Women’s Labor Force Participation”, Volume 54, Issue 3, 2019, pp. 414-427
2. Amah Okechukwu Ethelbert, Innovative Work Behaviors: Role of Employee Engagement and Organizational Citizenship Behaviors, Indian Journal of Industrial Relations, Volume 56, Issue 2, 2020, Page 356-373.

LECTURES 16 – 17

DISCIPLINE & GRIEVANCE MANAGEMENT: FORMS AND HANDLING OF MISCONDUCT

OBJECTIVE:

Effective management of discipline and effective resolution of workers’ grievances is of utmost importance in any industry. This lecture aims at developing amongst students the understanding of these concepts.

CONTENTS:

- Discipline
 - Meaning
 - Nature
 - Aspects
 - Positive
 - Negative
 - Importance
 - Principles of Industrial Discipline

- Disciplinary Action
 - Purpose and Objectives of Disciplinary Actions
 - Right to take Disciplinary Actions
 - Procedure
 - Punishment
 - Hot Stove Rule
- Misconduct
 - Meaning
 - Causes
 - Forms
 - Remedial measures
- Grievance
 - Concept
 - Nature
 - Causes
 - Management Policies
 - Working Conditions
 - Personal Factors
 - Handling Grievances
 - Grievance Procedure
 - Open Door Policy
 - Step Ladder Procedure
 - Essence of Model of Grievance Procedure
 - Grievance procedure in the Indian Industry

ASSIGNMENTS FROM QUESTION BANK:

UNIT II

SHORT ANSWER QUESTIONS: Q13 - 20, 35, 36

LONG ANSWER QUESTIONS: Q6 - 8, 10 -13, 24, 25, 26, 35, 40

OTHER ASSIGNMENT:

1 ibid 1, Review Questions 6-8, Pg No. 329

SUGGESTED READINGS:

TEXT BOOK:

1 ibid 1, Page No. 312

REFERENCE BOOKS:

1. ibid 4, Page No. 428-443
2. ibid 6, Page No. 257-303

ARTICLE:

1. Belliappa. J, Menstrual Leave Debate: Opportunity to Address Inclusivity in Indian Organizations, Indian Journal of Industrial Relations, Volume 53(4), 2017, pp. 604- 617

LECTURE 18**ETHICAL CODES****OBJECTIVE:**

This lecture aims at introducing students with the Ethical Code as developed during the Fifteenth Indian Labor Conference held in July 1957.

CONTENTS:

- Evolution of the Code
- Principles of the Code
- Chief features of the Code
- Sanctions under the code
- Objectives of the Code of Discipline
- Code of discipline in Industry

ASSIGNMENT FROM QUESTION BANK**UNIT II****LONG ANSWER QUESTION: Q 9****CLASS NOTES****ARTICLE:**

1. Himanshu Rai and Bidisha Banerjee, “ The Role of Gender and Leader Tenure in the Relationship between Spirituality and Ethical Leadership”, Volume 54, Issue 3, 2019, pp. 497-515.

LECTURES 19 – 21**COLLECTIVE BARGAINING: IMPORTANCE, FORMS, PROCESS OF NEGOTIATION AND RECENT TRENDS****OBJECTIVE:**

Collective bargaining (CB) is the very essence of peaceful industrial relations. Its importance in IR cannot be overlooked and hence developing an understanding of the concept of CB is necessary for the students.

CONTENTS:

- Meaning and Concept
- Features
- Objectives
- Subject matter of CB
- Significance and Importance
 - To employers
 - To employees
 - To society
- Functions
 - Social change
 - Industrial peace
 - Industrial democracy
- Types
 - Conjunctive Bargaining
 - Cooperative Bargaining
 - Productivity Bargaining
 - Composite Bargaining
 - Unit/Individual Bargaining
 - Concessional Bargaining
- Levels/Forms of CB
 - Single plant
 - Multi-plant
 - Multi-employer
- Process of CB
 - Negotiations
 - Implementation
- Effective CB
 - Prerequisites of CB
 - Conditions essential for effective bargaining
 - Suggestions for effective implementation of CB
- Negotiation
 - Concept
 - Importance
 - Skill for Negotiation
 - Tactics
 - Process
- Essentials of good CB
- CB in India
 - Trends
 - Obstacles
 - Recommendations of NCL
- Recent trends in CB

ASSIGNMENTS FROM QUESTION BANK

UNIT II

SHORT ANSWER QUESTIONS: Q7, 21 – 30, 41, 42, 43

LONG ANSWER QUESTIONS: Q14 – 22, 23, 27, 34

OTHER ASSIGNMENTS:

1 ibid 1, Questions 1-5, Page No. 329

SUGGESTED READINGS:

TEXT BOOKS:

- 1 ibid 1, Page No. 295-317
- 2 ibid 3, Page No: 78-85

REFERENCE BOOK:

1. ibid 4, Page No. 144-165

ARTICLES:

1. Illesanmi.A, Dynamics of Collective Bargaining in Resolving Conflict in Employment Relations, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 372-385
2. Pathak. U & Budhiraja. S, Legal Provisions of Collective Bargaining: Contrasting India with Canada, China & Finland, Indian Journal of Industrial Relations, Volume 53(3), 2017, pp. 424-436
3. Jomon. M & Chowdhury. A, Influence of Collective Bargaining on Employee Relations & Organizational Commitment, Indian Journal of Industrial Relations, Volume 53(2), 2017, pp. 302- 317
4. Santanu Sarkar and Aashish Singh, “Dynamics in a Plant Level Bargaining Process and Wage Determination”, The Indian Journal of Industrial Relations, Volume 54, Issue 2, 2018, pp. 267-281
5. Pooja Purang, “ Vicarious Justice Shapes Observers Climate Perceptions: Moderating Role of Collectivism” The Indian Journal of Industrial Relations, Volume 54, Issue 2, 2018, pp. 309-320
6. Paul Smit, “International Framework Agreements Taking Sting Out of Transnational Collective Bargaining”, The Indian Journal of Industrial Relations, Volume 54, Issue 2, 2018, pp. 258-266
7. Agarwal Raghav, Shirke Atharva & Panackal Nehajoan, Enablers of the Collective Bargaining in Industrial Relations: A Study of India’s Industrial Policies Through ISM and MICMAC Analysis, The Indian Journal of Labour Economics, Volume 63, August 2020, Page 781–798.

E- RESOURCE

1. https://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/India-Trade-Unions-and-Collective-Bargaining.pdf

UNIT-III

LECTURE 22

CODE OF WAGES

OBJECTIVE

The aim of this lecture is to acquaint students with the Code on Wages, 2019. It aims to regulate wage and bonus payments in all employments (industry, business, trade and manufacture). The Code of Wages replace 4 existing Laws: (a) Minimum Wages Act, 1948 (b) Payment of Wages Act, 1936 (c) Payment of Bonus Act, 1965 (d) Equal Remuneration Act, 1976. The code has 9 chapters and will enable the students to understand the manner of fixation and payment of wages and bonus.

CONTENT

- Decision as to disputes with regard to same or similar nature of work;
- Payment of minimum rate of wages;
- Fixation of minimum wages;
- Components of minimum wages;
- Procedure for fixing and revising minimum wages
- Power of Central Government to fix floor wage
- Wages of employee who works for less than normal working day
- Wages for two or more classes of work
- Fixing hours of work for normal working day
- Wages for overtime work
- Time limit for payment of wages
- Deductions which may be made from wages
- Chapter not to apply to Government establishments
- Eligibility for bonus, etc.
- Proportionate reduction in bonus in certain cases
- Computation of number of working days
- Disqualification for bonus
- Establishments to include departments, undertakings and branches
- Payment of bonus out of allocable surplus
- Computation of gross profits
- Computation of available surplus
- Sums deductible from gross profits
- Calculation of direct tax payable by employer

- Set on and set off of allocable surplus
- Adjustment of customary or interim bonus against bonus payable under this Code
- Deduction of certain amounts from bonus payable
- Time limit for payment of bonus
- Responsibility for payment of various dues
- Payment of various undisbursed dues in case of death of employee
- Reference of dispute under this Code
- Audit of account of employers not being corporations or companies
- Appeal
- Records, returns and notices
- Appointment of Inspector-*cum*-Facilitators and their powers
- Cognizance of offences
- Penalties for offences
- Exemption of employer from liability in certain cases
- Power of Central Government to give directions
- Power of appropriate Government to make rules
- Power to remove difficulties
- Repeal and savings

ASSIGNMENTS FROM QUESTION BANK

UNIT III

SHORT ANSWER QUESTION: Q53, 59

LONG ANSWER QUESTIONS: Q. 13, 14, 47, 49, 57

SUGGESTED READINGS:

TEXT BOOKS:

- 1 *ibid* 2, Page No. 7-35
- 2 *ibid* 3, Page No. 697-707

ARTICLES:

1. Roy. K, Legislation & Reaction from the Street, Indian Journal of Industrial Relations, Volume 52(4), 2017, pp. 597- 608.
2. Malema Kalani Mbeye and Mohan V. Krishna, Comparative Industrial Relations in Malawi & India: Industrial Dispute Settlement Procedures; Indian Journal of Industrial Relations, Volume 56, Issue 1, 2020, Page 23-37.

WEBSITES & E-RESOURCES

- 1 <https://labour.gov.in/code-wages>.

LECTURES 23 – 28

THE INDUSTRIAL RELATIONS CODE, 2020

OBJECTIVE:

These lecture(s) acquaint students with the Industrial Relations Code, 2020. It aims to consolidate and amend the laws relating to Trade Unions, conditions of employment in industrial establishment or undertaking, investigation and settlement of industrial disputes. Laws Replaced under the code include (a) the Trade Unions Act, 1926 (b) The Industrial Employment (Standing Orders) Act, 1946 (c) The Industrial Disputes Act, 1947. The Code has fourteen chapters.

CONTENTS:

- Work Committee
- Grievance Redressal Committee
- Registrar of Trade Unions
- Criteria for registration
- Provisions to be contained in constitution or rules of Trade Union
- Registration of Trade Union and cancellation thereof
- Communication to Trade Union and change in its registration particulars
- Certain Acts not to apply to registered Trade Unions
- Objects of general fund, composition of separate fund and membership fee of Trade Union
- Immunity from civil suit in certain cases
- Criminal conspiracy in furtherance of objects of Trade Union
- Right to inspect books of Trade Union
- Disqualification of office-bearers of Trade Unions
- Adjudication of disputes of Trade Unions
- Change of name, amalgamation, notice of change and its effect
- Dissolution
- Cognizance of offences
- Offences by companies
- Making of model standing orders by Central Government and temporary application
- Preparation of draft standing orders by employer and procedure for certification
- Certifying officers and appellate authority to have powers of civil court
- Appeals
- Date of operation of standing orders and its availability
- Time limit for completing disciplinary proceeding and liability to pay subsistence allowance
- Projection of action taken in good faith
- Power of appropriate Government to make rules
- Work Committee
- Conciliation officers
- Industrial Tribunal

- Finality of constitution of Tribunal
- National Industrial Tribunal
- Disqualifications for members of Tribunal and National Industrial Tribunal
- Powers of Tribunal and National Industrial Tribunal to give appropriate relief in case of discharge or dismissal of worker
- Adjustment of services of presiding officers under repealed Act
- Reference to and functions of National Industrial Tribunal
- Persons on whom settlements and awards are binding
- Recovery of money due from employer
- Commencement and conclusion of proceedings
- Prohibition of strikes and lock-outs
- Illegal strikes and lock-outs
- Prohibition of financial aid to illegal strikes or lock-outs
- Definition of continuous service
- Duty of an employer to maintain muster rolls of workers
- Conditions precedent to retrenchment of workers
- Procedure for retrenchment
- Re-employment of retrenched worker
- Compensation to workers in case of transfer of establishment
- Compensation to workers in case of closing down of undertakings
- Effect of laws inconsistent with this Chapter
- Condition precedent to retrenchment of workers to which Chapter X applies
- Procedure for closing down an industrial establishment
- Worker re-skilling fund
- Conditions of service, etc., to remain unchanged under certain circumstances during pendency of proceedings

ASSIGNMENTS FROM QUESTION BANK

UNIT III

SHORT ANSWER QUESTIONS: Q. 1-7, 11-27, 48, 49, 50, 51, 56-58, 60, 61

LONG ANSWER QUESTIONS: Q. 1-6, 10-22, 43(a), 51-53, 55

SUGGESTED READINGS:

TEXT BOOKS:

- 1 ibid 2, Page No. 43-98
- 2 ibid 3, Page No. 506-516

ARTICLES:

1. Smit. P. “Role of Trade Union Movement to Improve Regional Labor Standards within SADC” Indian Journal of Industrial Relations”, Vol. 51(4) 2016, pp. 517 – 530.
2. Mahmood. Z. “Trade Unions, Politics & Reform in India”, Indian Journal of Industrial Relations”, Vol. 51(4) 2016, pp. 531 – 549.
3. Chris. O. “Disputes Resolution through Social Dialogue: Evidence from Nigerian Organizations, Indian Journal of Industrial Relations”, Vol. 52(1) 2016, pp. 58 – 70.
4. Sarkar. A, RPWD Act, 2016: Fostering a Disability-friendly Workplace in Indian Organizations Indian Journal of Industrial Relations, Volume 53(4), 2017, pp. 591- 603

WEBSITES AND E-RESOURCES

- 1 <https://labour.gov.in/industrial-relation-code>

LECTURES 29 – 30

THE CODE ON SOCIAL SECURITY, 2020

OBJECTIVE:

The code on Social Security, 2020 aims to extend social security to all employees and workers either in the organized or unorganized or any other sectors. The code on Social Security, 2020 replaces 9 existing laws: (a) The Employees’ Provident Funds and Miscellaneous Provision Act, 1952 (b) Payment of Gratuity Act, 1972 (c) Employees’ Compensation Act, 1923 (d) Maternity Benefit Act, 1961 (e) Employees’ State Insurance Act, 1948 (f) Workers Cess Act, 1996 (g) Cine Workers Welfare Fund Act, 1981 (h) Building and Other Construction and Unorganized Workers’ Social Security Act, 2008 (i) Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959. The Code has fourteen chapters. It will help the students understand the role of stakeholders in safeguarding the well being of the employees.

CONTENT:

- Reports of fatal accidents and serious bodily injuries
- Employer’s liability for compensation
- Compensation in case of death of or injury in plantation
- Amount of Compensation
- Compensation to be paid when due and damages for default
- Method of calculating monthly wages for purposes of compensation
- Commutation of half-monthly payments
- Notice and claim
- Medical Examination
- Remedies of employer against stranger
- Insolvency of employer
- Appointment of competent authority
- Power of competent authority to require further deposit in cases of fatal accident

- Power of State Government to make rules
- Rules to give effect to arrangements with other countries for the transfer of money paid as compensation
- Principal Officers and other staff
- Employees' State Insurance Fund
- Purposes for which Employees' State Insurance Fund may be expended
- Contributions
- Administrative expenses
- Provisions as to payment of contributions by employer, etc.
- Corporation's power to promote measures for health, etc., of Insured Persons
- Presumption as to accident arising in course of employment
- Occupational disease
- References to medical board
- Dependants' benefit
- Provision of medical treatment by State Government or by Corporation
- General provisions as to benefits
- Corporation's rights when an employer fails to register, etc.
- Liability of owner or occupier of factories, etc., for excessive sickness benefit
- Constitution of Employees' Insurance Court
- Matters to be decided by Employees' Insurance Court
- Power of Employees' Insurance Court
- Employer not to reduce wages, etc.
- Assessment and determination of dues from employer
- Appeal against order of Authorised Officer relating to Chapter IV
- Penalty for failure to pay contributions etc.
- Appointment of officers of Central Board
- Schemes
- Funds
- Appeal to Tribunal
- Recovery of amount due
- Validity of certificate and amendment thereof
- Other modes of recovery
- Penalty for failure to pay contributions, etc.
- Power of Central Government to give directions to State Government and Social Security Organisations
- Delegation of powers
- Employment of, or work by, women prohibited during certain period
- Right to payment of maternity benefit
- Continuance of payment of maternity benefit in certain cases
- Payment of maternity benefit in case of death of a woman
- Payment of medical bonus
- Leave for miscarriage, etc.
- Nursing breaks
- Creche facility

- Dismissal for absence during pregnancy
- No deduction of wages in certain cases
- Forfeiture of maturity benefit
- Payment of gratuity
- Continuous service
- Nomination
- Determination of amount of gratuity
- Compulsory insurance
- Competent authority
- Employment of, or work by, women prohibited during certain period
- Penalty for failure to pay contributions, etc.
- Cognizance of offences
- Power of Central Government to make rules
- Levy and collection of cess
- Interest payable on delay in payment of cess
- Self-assessment of cess
- Appeal to appellate authority
- Building and Other Construction Workers' Welfare Fund and its application
- National Social Security Board and State Unorganized Workers' Board
- Framing of schemes for unorganised workers
- Funding of State Government schemes
- Helpline, facilitation centre, etc., for unorganized workers, gig workers and platform workers
- Registration of unorganized workers, gig workers and platform workers
- Power of Central Government to give directions to State Government and Social Security Organisations
- Power of Central Government to make rules
- Laying of rules, regulations and schemes
- Effect of laws and agreements inconsistent with this Code

ASSIGNMENTS FROM QUESTION BANK:

UNIT III

SHORT ANSWER QUESTIONS: Q. 43-46, 63, 64

LONG ANSWER QUESTIONS: Q. 37-41, 44 (b), 54

OTHER ASSIGNMENT QUESTIONS: ibid 2 Page No. 507 Q. 1-2, Page No.328 10-12

SUGGESTED READINGS:

TEXT BOOKS:

1 ibid 2, Page No. 107-222

2 ibid 3, Page No. 636-643

ARTICLES:

- 1 Babu .Sharath. I. &Baig. Nahid. S. “Contract Labor (Regulation & Abolition) Act, 1970 – Role of the Trade Unions & Challenges”, Indian Journal of Industrial Relations”, Vol. 52(1) 2016, pp. 37 – 49.
- 2 K.R. Shyam Sundar, Rahul Suresh Sapkal, “Wage Disadvantage of Contract Workers in Indian Manufacturing Sector”, Volume 54, Issue 3, 2019, pp. 377-395

E-RESOURCES

- 1 https://labour.gov.in/ss_code_gazette.pdf

LECTURES 31 – 34

THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

OBJECTIVE

The Occupational Safety, Health and Working Conditions Code, 2020 aims to consolidate and amend the laws regulating the occupational safety, health and working conditions of the persons employed in an establishment and for matters connected therewith or incidental thereto. The Occupational Safety, Health and Working Conditions Code, 2020 replaces 13 existing Laws: (a) The Factories Act, 1948 (b) The Mines Act, 1952 (c) The Dock Workers (safety, health and Welfare) Act, 1948 (d) The Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996 (e) The Plantations Labour Act, 1951 (f) The Contract Labour (Regulation and Abolition) Act, 1970 (g) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Page 4 (h) The Working Journalist and other News Paper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (i) The Working Journalists (Fixation of rates of wages) Act, 1958 (j) The Motor Transport Workers Act, 1961 (k) The Sales Promotion Employees (Condition of Service) Act, 1976 (l) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 (m) The Cine-Workers and Cinema Theatre Workers Act, 1981. The Code has fourteen Chapters.

CONTENT:

- Working Journalist
- Notice of certain dangerous occurrences
- Prohibition of overlapping shifts
- Appointment of Inspector-cum-Facilitators
- Approval and licensing of factories
- Liability of owner of premises in certain circumstances
- Dangerous operations
- General penalty for offences

- Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.
- Punishment for contravention of certain provisions
- Punishment for disclosure of information
- Punishment for wrongfully disclosing results of analysis
- Onus as to age
- Publication of reports

Occupational Safety, Health and Working Conditions Code, 2020

- Registration of certain establishments
- Notice by employer of commencement and cessation of operation
- Duties of employer
- Notice of certain accident
- Notice of certain dangerous occurrences
- Notice of certain diseases
- Duties of employee
- Rights of employee
- National Occupational Safety and Health Advisory Board
- State Occupational Safety and Health Advisory Board
- Occupational safety and health standards
- Responsibility of employer for maintain health, safety and working conditions
- Welfare facilities in the establishment, etc.
- Daily and weekly working hours, leave, etc.
- Extra wages for overtime
- Prohibition of overlapping shifts
- Restriction on double employment in factory and mine
- Notice of periods of work
- Maintenance of registers, records and filing of returns
- Appointment of Inspector-cum-Facilitators
- Special powers of Inspector-cum-Facilitator in respect of factory, mines, dock work and building or other construction work
- Powers of special officer to enter, measure, etc., in relation to mine
- Medical officer
- Employment of women
- Adequate safety of employment of women in dangerous operation
- Appointment of designated authority
- Licensing of contractors
- No fees or commission or any cost of workers
- Revocation, suspension and amendment of licence
- Liability of principal employer for welfare facilities
- Effect of employing contract labour from a non-licenced contractor
- Responsibility for payment of wages
- Prohibition of employment of contract labour

- Journey allowance
- Benefits of public distribution system, etc.
- Study of inter-State migrant workers
- Past liability
- Prohibition of employment of audio-visual worker without agreement
- Managers
- Exemption from provision regarding employment
- Employment of persons below eighteen years of age
- Establishment, maintenance of rescue services and vocational training
- Licence to industrial premises and person
- Permission to work by employees outside industrial premises
- Part not to apply to self-employed persons in private dwelling houses
- Prohibition of employment of certain persons in certain building or other construction work
- Approval and licensing of factories
- Liability of owner of premises in certain circumstances
- Dangerous operations
- Compulsory disclosure of information by occupier
- National Board to inquire into certain situations
- Permissible limits of exposure of chemicals and toxic substances
- Appeal against the order of Inspector-cum-Facilitator in case of factory
- Facilities for the workers in plantation
- Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum-Facilitator, etc.
- Penalty for non-maintenance of register, records and non-filing of returns, etc.
- Offences by employees
- Power of officers of appropriate Government to impose penalty in certain cases
- Social Security Fund
- Delegation of powers
- Onus as to age
- Effect of law and agreements inconsistent with Code
- Power of appropriate Government to direct inquiry in certain cases
- General restriction on disclosure of information
- Jurisdiction of civil courts barred
- Power to exempt in special cases
- Power to exempt during public emergency
- Persons required to give notice, etc., legally bound to do so
- Power of appropriate Government to make rules
- Power to make regulation without previous publication
- Powers to regulate general safety and health

ASSIGNMENTS FROM QUESTION BANK

UNIT III

SHORT ANSWER QUESTIONS: Q. 41-42, 45(UNIT II)

LONG ANSWER QUESTIONS: Q. 23-36, 38-40, 43(b)

OTHER ASSIGNMENT QUESTIONS: ibid 2 Page No. 381 Q. 1-6

SUGGESTED READINGS:

TEXT BOOKS:

1 ibid 2, Page No. 231-315

2 ibid 3, Page No. 775-791

ARTICLES:

1. Sarkar. S & Lai. Y, Do High FDI Indian Firms Pay Low Wages & Have Higher Output, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 432 – 442.
2. Datta. S, Murthy. V & Paul. B, Working & Living Conditions of Women Domestic Workers: Insights from a Survey Indian Journal of Industrial Relations, Volume 53(3), 2017, pp. 390 – 403.
3. Varkkey Biju, Korde Rupa and Wadhvaniya Sunny, Implementation Gaps in Minimum Wages: Comparison of Eight Asian Countries, Indian Journal of Industrial Relations, Volume 56, Issue 3, 2021, Page 405-422.

LECTURES 34 – 38

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

The Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incident thereto.

CONTENTS:

- 1, Constitution of Internal Complaints committee
- Notification of District Officer
- Constitution and jurisdiction of Local Committee
- Composition tenure and other terms and conditions of local committee
- Grants and audit
- Complaint of sexual harassment
- Conciliation
- Inquiry into complaint
- Action during pendency of inquiry
- Inquiry report
- Punishment for false or malicious complaint and false evidence

- Determination of compensation
- Prohibition of publication or making known contents of complaint and inquiry proceedings.
- Penalty for publication or making known contents of complaint and inquiry proceedings
- Appeal
- Duties of employer
- Duties and power of district officer
- Committee to submit annual report
- Employer to include information in annual report
- Appropriate government to monitor implementation and maintain data.
- Appropriate government to take measures to publicise the Act
- Power to call for information and inspection of records
- Penalty for non-compliance with provision of Act
- Cognizance of offence by courts.
- Act not in derogation of any other law
- Power of appropriate government to make rules
- Power to remove difficulties

ASSIGNMENTS FROM QUESTION BANK

UNIT III

SHORT ANSWER QUESTIONS: Q. 30-40,62

LONG ANSWER QUESTIONS: Q. 24-35, 44(a), 53, 56

OTHER ASSIGNMENT QUESTIONS: ibid 2 Page No. 466 Q. 4-12,

SUGGESTED READINGS:

REFERENCE BOOKS:

- 1 ibid 4, Page No. 62-75, 78-104, 106-126
- 2 ibid 5, Page No. 291-295, 560-577
- 3 ibid 6, Page No. 825-868

ARTICLE:

1. Joseph Jerome, Performance Assessment Arrangements & Justice in Employer-Employee Relations, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 353-371

LECTURE 39

THE KARNATAKE SHOPS AND COMMERCIAL ESTABLISHMENTS ACT, 1961

The aim of this lecture is to acquaint students with the detail the objects and provisions of The Maternity Benefits Act, 1961

CONTENTS:

- Short title, extent, commencement and application
- Exemptions
- Registration of Establishments
- Change to be communicated to Inspector
- Daily and weekly hours
- Opening and closing hours
- Weekly holidays
- Wages during leave period
- Application of the Payment of Wages Act
- Application of the Workmen's Compensation Act
- Inspectors to be public servants
- Employer to produce registers, records, etc., for inspection
- Penalties
- Procedure
- Limitation of prosecutions
- Penalty for Obstructing Inspectors, etc.
- Power of Government to suspend provisions of the Act during fairs and festivals
- Notice of dismissal
- Power to make rules
- Notifications and rules to be laid before the State Legislature
- Repeal and Savings

ASSIGNMENTS FROM QUESTION BANK

UNIT III

SHORT ANSWER QUESTIONS: Q 8-10

LONG ANSWER QUESTIONS: Q 7-9

OTHER ASSIGNMENT:

1 ibid 2, Q. No. 13-15, Pg No. 446

SUGGESTED READINGS:

ARTICLE:

1. Varma Aparna M and Sivarajan Rahul, Normalizing Maternal Stoicism at the Workplace: Understanding Indian Mothers at Work, Indian Journal of Industrial Relations, Volume 56, Issue 2, 2020, Page 292-303.

E-RESOURCES:

1. https://www.indiacode.nic.in/handle/123456789/1681?sam_handle=123456789/1362
2. <http://www.hellocounsel.com/maternity-benefit-act-1961-bare-act/>

LECTURE 40

INTERNATIONAL LABOR ORGANIZATION (ILO): OBJECTIVES, STRUCTURE

OBJECTIVE:

This lecture would talk about the International Labor Organization and its impact on the Indian IR.

CONTENTS:

- Introduction
- Origin and History
- Mission and Objectives
- ILO Constitution
- Membership
- Fields of Action
- Finance
- Working of the ILO
- 1. International Labor Conference
- 2. Governing Body
- 3. International Labor Office
- Impact of ILO on Indian IR

ASSIGNMENTS FROM QUESTION BANK

UNIT IV

SHORT ANSWER QUESTIONS: Q 4 – 9, 17-21

LONG ANSWER QUESTIONS: Q 7 – 12, 17, 22, 23

OTHER ASSIGNMENT:

1 ibid 2, Q. No. 3 – 6, Pg No. 230

SUGGESTED READINGS:

TEXT BOOK:

1 ibid 1, Page No. 714-739

REFERENCE BOOK:

1 ibid 6, Page No. 536-556

ARTICLES:

1. Baig .N. S. & Babu. S. I. “A Critique on the ILOs Core Labor Standards”, Indian Journal of Industrial Relations”, Vol. 51(3) 2016, pp. 359 – 370.
2. D. Koti. J. & Janaki “ILO, WTO & Indian Industrial Relation”, Indian Journal of Industrial Relations”, Vol. 51(3) 2016, pp. 371 – 385.
3. Biswas.S & Bose. I, International Employment Laws, Standards, Recommendations & HRM Indian Journal of Industrial Relations, Volume 53(3), 2017, pp. 404- 409

WEBSITE AND E-RESOURCES

1 www.ilo.org

LECTURE 41

INDUSTRIAL RELATIONS & TECHNOLOGICAL CHANGE AND THE FUTURE DIRECTION OF INDUSTRIAL RELATIONS

OBJECTIVE:

With the changes in the business environment and the growth in technology the system of industrial relations has also witnessed transformations. The aim of this lecture is to identify the impact that technological changes have had on the IR and study the future of IR.

CONTENTS:

- Impact of Technology on IR
 - Introduction
 - Employee response to technological changes
 - Impact of rationalization and automation in India
- Future of IR

ASSIGNMENTS FROM QUESTION BANK

UNIT IV

SHORT ANSWER QUESTIONS: Q1 -3, 11 – 13,16, 22

LONG ANSWER QUESTIONS: Q1 – 6, 19, 21, 24, 26

SUGGESTED READINGS:

REFERENCE BOOKS:

1. ibid 5, Page No. 471-479
2. ibid 6, Page No. 447-452

ARTICLES:

1. Howe John (2016) “Labour regulation now and in the future: Current Trends and Emerging Themes” Journal of Industrial Relations, volume 59(2), 2017 pp. 209–224
<http://journals.sagepub.com/doi/full/10.1177/0022185616671352>
2. Kabra. G, Mukerjee. H & Tripathi. V, Transforming Human Resource Management Processes through Intelligent Systems, Indian Journal of Industrial Relations, Volume 53(4), 2017, pp. 707- 710
3. Hantal Bhimasen and Hantal Bhagyalaxmi, Globalization, Emerging Technologies and Future Industrial Relations: Will Doomsday Be Revisited, Indian Journal of Industrial Relations, Volume 56, Issue 3, 2021, Page 438-449.
4. Majumder Mrinmoy, Communications: Notes on Industrial Relations and Technology, Indian Journal of Industrial Relations, Volume 56, Issue 3, 2021, Page 537-547.

LECTURE 42

ADJUSTMENT PROCESSES AND VOLUNTARY RETIREMENT SCHEMES

OBJECTIVE:

With the changes in the business environment and increase in competition has also resulted in organizations cutting excess costs through various retirement schemes. The aim of this lecture is to identify the role of Voluntary retirement schemes and the adjustment processes taken up by the organizations.

CONTENTS:

- Voluntary/Early Retirement Schemes (VRS)
 - Cost-Benefit Analysis of VRS
 - Costs and Benefits to the employees
 - Costs and Benefits to the Community

- Legal Aspects
- Key Considerations
- Factors Helping and Hindering VRS
- How to go about VRS
 - Main Recommendations of the Second National Labor Commission
 - Managing Without Unions
 - International Dimensions of Industrial Relations

ASSIGNMENTS FROM QUESTION BANK

UNIT IV

SHORT ANSWER QUESTIONS: Q1 -3, 11 – 13, 52(Unit 3)

LONG ANSWER QUESTIONS: Q1 – 6

SUGGESTED READINGS:

REFERENCE BOOK

1 ibid 5, Page No. 450-467

ARTICLES:

- 1 Rathod.H & Salwan.P, Plugging Resource Gap through Open Innovation by an Emerging Economy Multinational, Indian Journal of Industrial Relations, Volume 52(3), 2017, pp. 416-43.
- 2 Elembilassery . V, Organizing Informal Labor in India: Alternate Perspectives Indian Journal of Industrial Relations, Volume 53(3), 2017, pp. 437- 448p
- 3 Lai Y, Sarkar S, Labour Legislation, Educated Labour and Foreign Direct Investment in Manufacturing in Taiwan, Indian Journal of Industrial Relations Vol55(1),2019, pp 39-53p
- 4 Smit P, Impact of South African Constitution and Role of Courts on Development of Collective Labour Law, Indian Journal of Industrial Relations Vol55(2), 2019, pg 275-284p
- 5 Dash S and Majumder M, Labour Issues in the Global Supply Chain: An Indian Perspective, Indian Journal of Industrial Relations Vol55(3), 2020, pp 393-408p
- 6 Tripathi Padma and Singh Shailendra, Work-life Benefits and Employee Well-being: Role of Perceived Organizational Support and Self-efficacy, Indian Journal of Industrial Relations, Volume 56, Issue 2, 2020, pp 304-319.