

Elective Courses (EC)

Industrial Law

F.Y. B.M.S. Semester-II

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340/GOP'17



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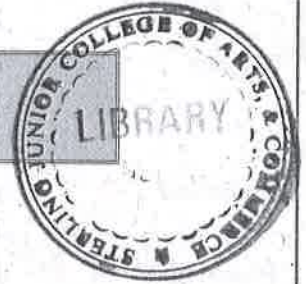
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Prepared as per the new syllabus for 75:25 pattern Credit Based Semester and Grading System which is into effect from the academic year 2016 - 17.

Elective Courses (EC)

INDUSTRIAL LAW

F.Y.B.M.S.
(SEMESTER - II)



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PREFACE

It gives us great pleasure to present to the student community the revised syllabus in a very comprehensive & lucid manner & enabling the students to know the subject to the point. Mumbai University made an effort to update the syllabi & keeping in view with the changes brought about in law from time to time. Our main aim is to make student understand the subject without any difficulties. Efforts have been made to give adequate Self Study questions to solve & revise during the examination as suggestive measures. For any error or misprint our sincere & humble apology.

We request all the readers including the professor & students to give their valuable feedback which will be of great help to us. The readers may mail their feedback to adv.sumathigopal@gmail.com

With Best Wishes

V. S. Gopal

Dr. Sumathi Gopal

ADV. Maya Gopal



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SYLLABUS

Elective Courses (EC)

INDUSTRIAL LAW

F.Y.B.M.S. (Semester - II)

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1.	Laws Related to Industrial Relations and Industrial Disputes	15
2.	Laws Related to Health, Safety and Welfare	15
3.	Social Legislation	15
4.	Laws Related to Compensation Management	15
	Total	60

Sr. No.	Modules / Units
1.	<p>Laws Related to Industrial Relations and Industrial Dispute</p> <ul style="list-style-type: none"> ● Industrial Disputes Act, 1947 : Definition, Authorities, Awards, Settlements, Strikes Lockouts, Lay offs, Retrenchment and Closure. ● The Trade Union Act, 1926.
2.	<p>Laws Related to Health, Safety and Welfare</p> <ul style="list-style-type: none"> ● The Factory Act 1948 : (Provisions related to Health, Safety and Welfare) ● The Workmen's Compensation Act, 1923 Provisions : <ul style="list-style-type: none"> ○ Introduction : The doctrine of assumed risk, The doctrine of Common Employment, The doctrine of Contributory Negligence. ○ Definitions ○ Employers liability for compensation (S - 3 to 13) ○ Rules as to compensation (Sec 4 to Sec 9) (14 A & 17)
3.	<p>Social Legislation</p> <ul style="list-style-type: none"> ● Employee State Insurance Act 1948 : Definition and Employees Provident Fund. ● Miscellaneous Provision Act 1948 : Schemes, Administration and determination of dues.
4.	<p>Laws Related to Compensation Management</p> <ul style="list-style-type: none"> ● The payment of Wages Act 1948 : Objectives, Definition, Authorised Deductions. ● Payment of Bonus Act, 1965. ● The Payment of Gratuity Act, 1972.



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CHAPTER 1

INDUSTRIAL DISPUTE ACT, 1947

SYNOPSIS

- 1.1 Introduction
 - 1.2 Objectives of the Act
 - 1.3 Definitions
 - 1.4 Authorities
 - 1.5 Award (Sections 16, 17, 17a, 18, 19, 20 and 21)
 - 1.6 Settlement (Sections 18 to 21)
 - 1.7 Strikes – [Section 2(q)]
 - 1.8 Lay-Off [Section 2 (kkk)]
 - 1.9 Retrenchment [Section 2 (00)]
 - 1.10 Closure
 - 1.11 Lock - Out
 - 1.12 Obligations of Employers
 - 1.13 Obligations of Employees
 - 1.14 Right of Employers
 - 1.15 Rights of Employees
 - 1.16 Difference Between Individual Dispute and Industrial Dispute
 - 1.17 Difference Between Strike & Lock Out
 - 1.18 Arbitration
- Questions for Self Study
Problems with Hints on the Industrial Dispute Act, 1947
Objective Questions

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