

Objective:-

Courtesy to liberalization, huge industrial units have been established in all over the world. It is necessary to have substantial knowledge of problems of workers. New concept of collective bargaining is seen on axis. So, it is a main cause for introducing this subject.

1. Labour Laws : International Scenario

- 1.1 Theories of labour and surplus value
- 1.2 From laissez faire to welfarism and to globalization: transition from exploitation to protection and from contract to status : changing perspectives on labour
- 1.3 National Commission on Labour and ILO on industrial relations. Recommendations of the second national commission on labour on industrial relation.
- 1.4 Contribution of ILO and its impact on national labour relations. ILO standard conventions and recommendations

2. Collective bargaining, Condition of services and Discipline in Industries

- 2.1 The concept. Bargaining process, Negotiation
Techniques of pressurization: strike and lockout, go-slow, work to rule. gherao\ bundh
- 2.2 Structure of bargaining: plant, industry and national levels
- 2.3 Doctrine of hire and fire - history of management's prerogative.
- 2.4 Fairness in disciplinary process : Punishment for misconduct - meaning of misconduct Conditions of services Stages of Departmental Inquiry under the Industrial Employment Standing Order Act, 1946
 - 2.4.1 Judicial decisions relating to the procedure of Departmental Inquiry.

3. State Regulation of Industrial Relations

- 3.1 Theoretical foundations: social justice, labour welfare, public interest, productivity, industrial peace and development and price control.
- 3.2 Methods of regulation: Constitutional Provisions, Provisions under the ID Act

4. Health and Safety:

- 4.1 Obligations for health and safety to workmen – legislative control: factory, mines and plantations.
- 4.2 Employer's liability
- 4.3 Employees' Compensation, Employee's State Insurance
- 4.4 Employment of young persons: prohibition of employment of children, regulation of employment of young persons.
- 4.5 Women and labour force

5. Labour Welfare and Remuneration:

- 5.1 Welfare provided by the employers and through bipartite agreements and by statutory prescription under different laws.
- 5.2 Provident fund and family pension.
- 5.3 Gratuity, bonds and Insurance.
- 5.4 Equal remuneration law, maternity benefits, and protective provisions for women under factories, plantations and mines laws.