



Gyanmanjari
Innovative University

Course Syllabus
Gyanmanjari Institute of LAW
Semester-3 (LL.B)

Subject: Labour and Industrial Law-I LAWLL13514

Type of course: Major (Core)

Prerequisite: A basic understanding of how industries function, employer-employee relationships, and the concept of organized labour.

Rationale: The syllabus aims to develop legal awareness, analytical ability, and practical competence in dealing with labour-related matters. By studying these laws, students are prepared to engage with industrial relations systems professionally and ethically, contributing to balanced and lawful workplace practices.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
CI	T	P	C	Theory Marks		Practical Marks		CA	
				ESE	MSE	V	P	ALA	
05	01	00	06	100	30	00	00	20	150

Legends: CI-Classroom Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; MSE- Mid Semester Examination; V – Viva; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

Course Content:

Sr. NO	Course Content	Hrs.	% Weight age
1	The Industrial Disputes Act, 1947: • Scope, Object and main Features of the Act, Definitions: Industry, Industrial Disputes, Workman and judicial Pronouncement • Authorities Under the Act: Works Committee, Conciliation Officer, Boards of Conciliation, Courts of Inquiry, Labour Court, Tribunals. • Procedure, Powers and duties of Authorities. • Strikes and Lock-outs, Lay-off and Retrenchment, Unfair Labour Practices.	15	25
2	The Industrial Employment (Standing Orders) Act, 1946: • Application of the Act • Standing Orders, Modal Standing Orders • Certification and Cancellation of Standing Orders • Provisions of Appeal • Disciplinary Procedures : Departmental Enquiries and relevant decisions of the Apex Court	15	25
3	Trade Unions Act, 1926 • History and Development of Trade Unionism in India • Registration of Trade Union: Procedure • Rights and Liabilities of Registered Trade Unions • Privileges of Registered Trade Unions	15	25
4	Gujarat Industrial Relations Act, 1946 & Collective Bargaining: • Important Definition: Industry, Workman, Employee, Wage Board • Classification of Unions: Primary Union, Qualified Union, Representative Union • Rights, Duties and Privileges of the Representative Union • Notice of Change	15	25

	• Concept and Importance of Principle of Collective Bargaining		
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Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Work Concept Booklet: Faculty provides examples of all work concepts and also conducts an Industrial visit. Students have to Prepare a comprehensive catalog of documents in format and Upload on the GMIU Web Portal.	10
2	Research and analysis: Faculty Provides Questions. Students have to Prepare Answers with Law Concept and Cases. Students have to Upload On GMIU Web Portal.	10
Total		20

List of Suggested Tutorials

Sr. No	Suggested Tutorials
1	General information of Labour law.
2	Discussion on Industrial Working Pattern.
3	Discussion on Various Kinds of Problems Face by Labour.
4	Role of Legal Officer in Industry.
5	Discussion on Industrial Disputes.
6	Presentation of Students.
7	Case Study Through Live Law Application.
8	Discussion on Gujrat Industrial Relation Act.
9	Role of Judiciary System in Industrial Disputes.
10	Brief Discussion on Tribunals and its work.

Suggested Specification table with Marks (Theory): 60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	40%	40%	-	10%	10%	0%

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Demonstrate the ability to assess real-life industrial conflict situations and apply statutory remedies under the Act effectively.
CO2	Explain the concept, purpose, and contents of Standing Orders and Model Standing Orders, and their role in industrial discipline and employer-employee relationships.
CO3	Trace the historical evolution and development of the trade union movement in India, understanding its socio-economic and legal background.
CO4	Examine the specific rights, duties, and privileges conferred upon Representative Unions under the Act and their role in dispute resolution.

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction. Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses. The internal evaluation will be done on the basis of Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

[1]P.L. Mali:Labour and Industrial Law

[2] Jamandas Publication: Labour Law

[3] Dr. S.K.Puri : Labour and Industrial Law

[4]ChaturvediS.M : Labour Law