



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 legal principles and the employer–employee relationship is recommended for studying Labour and Industrial Law. Familiarity with the fundamental rights and labour provisions of the Constitution of India is helpful. Basic knowledge of workers' rights, wages, and working conditions will support learning. An interest in labour welfare, industrial relations, and social justice will also help in understanding the subject effectively.

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		CA	
				SEE	MSE	ALA	150
05	01	00	06	100	30	20	

Legends: CI-Classroom Instructions; T- Tutorial; P- Practical; C- Credit; SEE- Semester End Evaluation; MSE- Mid Semester Examination; CA-Continuous Assessment; ALA- Active Learning Activities.



Course Content:

Sr. NO	Course Content	Hrs.	% Weightage
1	The Gujarat Industrial Relations Act, 1946 • Meaning, Scope and Objectives of the Act • Definitions under the Act • Authorities under the Act • Representative and Approved Unions • Industrial Disputes and Settlement Machinery • Strikes and Lockouts • Standing Orders and Service Conditions • Changes in Service Conditions • Unfair Labour Practices • Penalties and Enforcement • Role of Collective Bargaining • Important Case Laws and Judicial Interpretation	15	20
2	The Industrial Disputes Act, 1947 • Objectives and Scope of the Act • Definitions: Industry, Workman, Industrial Dispute • Authorities under the Act • Works Committee and Grievance Redressal Machinery • Conciliation, Arbitration and Adjudication • Reference of Disputes to Labour Courts and Tribunals • Strikes and Lockouts • Lay-off, Retrenchment and Closure • Unfair Labour Practices • Recovery of Money Due to Workmen • Awards and Settlements • Important Case Laws and Recent Amendments	15	20



3	The Factories Act, 1948 • Objectives and Applicability of the Act • Definitions: Factory, Worker, Occupier, Manufacturing Process • Approval, Licensing and Registration of Factories • Health Measures in Factories • Safety Provisions and Hazardous Processes • Welfare Measures for Workers • Working Hours and Leave with Wages • Employment of Women and Young Persons • Annual Leave and Overtime Wages • Inspectors and Their Powers • Accidents, Dangerous Occurrences and Occupational Diseases • Penalties, Offences and Important Case Laws	15	20
4	The Trade Unions Act, 1926 • Meaning, Nature and Objectives of Trade Unions • Definitions under the Act • Registration of Trade Unions • Cancellation and Dissolution of Registration • Rights and Privileges of Registered Trade Unions • Civil and Criminal Immunities • Funds of Trade Unions and Their Utilization • Membership and Office Bearers • Amalgamation and Change of Name of Trade Unions • Collective Bargaining and Role of Trade Unions • Liabilities and Duties of Trade Unions • Important Case Laws and Judicial Interpretation	15	20



5.	The Industrial Employment (Standing Orders) Act, 1946	15	20
	- Objectives and Scope of the Act - Definitions: Standing Orders, Employer, Workman - Submission and Certification of Standing Orders - Certifying Officers and Appellate Authorities - Contents of Standing Orders - Model Standing Orders - Modification of Standing Orders - Conditions of Employment and Discipline - Misconduct and Disciplinary Proceedings - Suspension, Dismissal and Termination Procedures - Rights and Duties of Employers and Employees - Penalties, Case Laws and Judicial Interpretation		

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Labour Court visit : Student is supposed to visit the Labour Court and observe the proceedings of the court and prepare a report of their observations for the day and upload it in PDF format on GMIU portal.	10
2	Labour Law Case Presentation: Student is supposed to select a landmark labour law case and prepare a PowerPoint presentation explaining the facts, legal issues, judgment, and its impact on workers' rights. Present it in class and then upload the PPT on GMIU portal.	10
Total		20



List of Suggested Tutorials:

Sr No.	Suggested tutorials	Credits Hours
1	Case Law Presentation - Select one landmark labour law case and prepare a PowerPoint presentation explaining facts, issues, judgment, and its impact on labour rights.	1
2	PDF on Industrial Disputes Act - PDF note on The Industrial Disputes Act, 1947 explaining its objectives, authorities, and dispute resolution mechanisms.	1
3	Video Lecture on Strikes and Lockouts - video explaining the concept of strikes and lockouts with legal provisions and one relevant case law.	2
4	Research Note on Trade Unions -Write a research note on The Trade Unions Act, 1926 covering registration, rights, and role in collective bargaining.	1
5	Case Analysis Report - Choose any labour law case and prepare a structured case analysis including facts, legal issues, judgment, and significance.	2
6	Group Discussion Report - Participate in a group discussion on " <i>Role of Trade Unions in Modern Industrial Relations</i> " and submit a 1-page summary report.	2
7	Mock Industrial Dispute Resolution - Conduct a role-play activity simulating conciliation or adjudication proceedings under labour law and submit a brief reflection report.	1
8	Newspaper Case Review - Collect a recent labour-related news article and prepare a legal analysis explaining the issue and relevant labour law provisions.	1
9	Video Lecture Child Labour Issue - Show illegal employment of a child worker and intervention by authorities.	2
10.	Group Discussion Women and Child Labour in Industries - Discuss legal protections and current challenges in eliminating exploitation.	2



Suggested Specification table with Marks (Theory): 100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	20%	30%	-	30%	20%	--

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 Outcomes:

After learning the course, the students should be able to:	
CO1	Demonstrate the ability to analyze and resolve real-life industrial disputes by applying provisions of The Gujarat Industrial Relations Act, 1946, The Industrial Disputes Act, 1947, and related labour laws effectively.
CO2	Explain the objectives, scope, and key provisions of major labour legislations, including The Factories Act, 1948 and The Trade Unions Act, 1926, and their role in protecting workers' rights and welfare.
CO3	Understand and evaluate the concept of Standing Orders under The Industrial Employment (Standing Orders) Act, 1946 and their importance in maintaining industrial discipline and regulating service conditions.
CO4	Examine the role, rights, duties, and legal status of trade unions, including representative and approved unions, in promoting collective bargaining and resolving industrial disputes.
CO5	Develop critical understanding of industrial relations mechanisms such as conciliation, arbitration, adjudication, strikes, lockouts, and unfair labour practices along with relevant case laws and judicial interpretation.

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 performance of students in the laboratory.

Reference Books

- [1] Kariya, P. M. (2023). *Labour and industrial law*. (Gujarati) Ahmedabad: C. Jamnadas & Company.
- [2] Supriya Publication. (2024). *Labour & industrial law* (English & Gujarati ed.). Ahmedabad: Supriya Publication.
- [3] Avtar Singh, & Harpreet Kaur. (2023). *Introduction to labour and industrial laws* (4th ed.). Gurugram: LexisNexis.
- [4] Srivastava, S. C. (2021). *Industrial relations and labour laws* (7th ed.). New Delhi: Vikas Publishing House Pvt. Ltd.
- [5] Mishra, S. N. (2023). *Labour and industrial laws* (30th ed.). Allahabad: Central Law Publications.

