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| **PProgram: Bachelor of Management Studies (2023-24)** | | | | | | **Semester: II** | | |
| **Course: Industrial Law** | | | | | | **Course Code:** | | |
| **Teaching Scheme** | | | | | **Evaluation Scheme** | | | |
| **Lecture (Hours per week)** | | **Practical (Hours per week)** | **Tutori al (Hours**  **per week)** | **Credit** | **Continuous Assessment (CA)** | | **Semester End Examinations (SEE)** | |
| **2** | | **-** | **-** | **2** | **20** | | **30** | |
| **Learning Objectives:**   1. The subject should be taught keeping in mind that the BMS students will be joining the industry, therefore the emphasis should be on the practical aspect. 2. Various uses of Industrial Law by the Organisation in real life. | | | | | | | | |
| **Course Outcomes:**  After completion of the course, learners would be able to:  CO1: Understand significant laws applicable to industries.  CO2: Compare the knowledge of such acts will help them to relate to real life situations. CO3: Devised various policies related to industries & its labor force. | | | | | | | | |
|  | | | | | | | | |
| **Outline of Syllabus: (per session plan)** | | | | | | | | |
| **Module** | **Description** | | | | | | | **No of Hours** |
| 1 | The Factories Act 1948 | | | | | | | 8 |
| 2 | The employees’ State Insurance Act 1948 | | | | | | | 7 |
| 3 | Employees’ Provident Funds and Miscellaneous Provisions Act 1952 | | | | | | | 7 |
| 4 | Industrial Disputes Act, 1948 | | | | | | | 8 |
| **Total** | | | | | | | | 30 |
| **PRACTICALS** | | | | | | | | **-** |

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| **Unit** | **Topic** | **No. of Hours** |
| **Module 1** | **The Factory Act 1948 and The Payment of Wages Act 1936**   * Objectives, definitions – Adult, Adolescent, Child, Young Person , Manufacturing Process, Worker, Factory ,Inspector, Occupier, Approval, Licensing and Registration of Factories, Notice by Occupier * The Inspecting Staff * Various provisions- for Health, Safety, Welfare, Employment of Young Persons, Amendment bill 2016. | 8 |
|  |  |  |
| **Module 2** | **The employees’ State Insurance Act 1948**   * Objectives, applicability, Meaning & definitions- Employee, Principal Employer, Immediate Employer, Exempted Employee, Appropriate Government, Wages, Wage Period * ESI corporation, Standing committee, Medical Benefit Council * Contribution * Benefits, penalties and damages, case studies | 11 |
|  |  |  |
| **Module 3** | **Employees’ Provident Funds and Miscellaneous Provisions Act 1952 and The Payment of Gratuity Act 1972**   * Objectives, Applicability, Non- Applicability, Definition – Contributions, Exempted Employee, Establishment * Administrative bodies- Central Board, State Board, Executive committee, * Provident Fund Scheme, Pension Scheme, Contribution, Calculation, Employees’ Deposit-Linked Insurance Scheme, Penalties, case studies | 13 |
|  |  |  |
| **Module 4** | **Industrial Disputes Act, 1948**   * Object of the Act, Definition of Industry, what is Industrial Dispute, what is an Individual Dispute, * Authorities under the Act – Works Committee, conciliation officers, boards of conciliation, courts of inquiry, Labour Court, Industrial Tribunal. * Strikes, Lockouts, Lay- off, Retrenchment, Award and Settlement, case studies. | 11 |

**Text Book:**

* 1. Industrial Law’ – By Mr. N.D. Kapoor (Sultan Chand)
  2. Labour & Industrial Law by P. K. Padhi (PHI)

**Reference Books:**

1. Employee’s Provident Fund’- By Chopra D. S (Labor Law Agency)
2. Commercial and Industrial Law’ – By S. K. Dasgupta (Sterling Publishers)
3. Industrial and Labour Laws’ – By Dr. Sanjeev Kumar (Bharat H.P Ltd)
4. Industrial Law’ – By Bell D (Pitman London)

**Total Marks allotted: 50 marks**

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| --- | --- | --- |
| **Evaluation Scheme** | |  |
| **Internal Continuous Assessment (ICA)**  **(weightage)** | **Term End Examinations (TEE)**  **(weightage)** |  |
| **20** | **30** | **50** |

1. **Details of ICA-**

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| --- | --- | --- |
| **Continuous Assessment** | **Details** | **Marks** |
| **Component 1 (ICA-1)** | Internal Class test | 10 |
| **Component 2 (ICA-2)** | Projects / Moot Court/Assignments/Presentations/Seminar | 10 |

1. In ICA 1- 2 test of 10 marks, Average of the 2 tests

**B. Details of Semester End Examination** Duration of examination- **One** hour

**Question paper pattern:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Question No.** | **Description** | **Marks** | **Total marks** |
| 1 | Answer the following Questions: (Module 1)   1. Theory Question-Long Answer   OR   1. Case Law/Case lets /short notes | 8 | 8 |
| 2 | Answer the following Questions: (Module 2)   1. Theory Question-Long Answer   OR  Case Law/Case lets /short notes | 7 | 7 |
| 3 | Answer the following Questions: (Module 3)   1. Theory Question-Long Answer   OR  Case Law/Case lets /short notes | 7 | 7 |
| 4 | Answer the following Questions: (Module 4)   1. Theory Question-Long Answer   OR  Case Law/Case lets /short notes | 8 | 8 |
|  |  | **Total Marks** | **30** |

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Description automatically generated

Signature Signature

(Program Chairperson & Vice Principal) (Principal)