

DSEH08 – Industrial Laws and Relations

Master of Commerce
Semester IV
DSE – Elective Paper
Industrial Laws and Relations

Course Type/ Course Code	Course Title	Lectures	Tutorials	Practical	Credit	Pre-requisites
DSEH08	Industrial Laws and Relations	3	1	0	4	NIL

Objective: This course provides an integrated understanding of industrial relations theory, practice, and India's reformed labour law framework (four Labour Codes implemented November 2025). It develops competencies in analyzing employment relationships, managing collective bargaining, resolving industrial disputes, understanding legal provisions governing wages, social security, workplace safety, and fostering harmonious employee-employer relations in contemporary organizational contexts.

Learning Outcomes: After completing this course, the students should be able to:

- Analyze theoretical foundations of industrial laws, relations and the role of actors (management, workers, unions, state) in shaping employment relationships.
- Apply provisions of the Code on Wages 2019 and design collective bargaining strategies for wage negotiations and dispute resolution.
- Evaluate trade union management, collective bargaining processes, and dispute resolution mechanisms using frameworks from IR theory and the Industrial Relations Code 2020.
- Assess social security provisions (SS Code 2020) and workplace safety requirements (OSH&WC Code 2020) while understanding their impact on worker wellbeing.
- Examine emerging trends including gig economy regulation, platform workers' rights, digitalization, and changing employment relationships.

Contents:

Unit I

(11 Hours)

Concept, nature, scope of industrial relations; Approaches: unitarist, pluralist, systems approach (Dunlop); Actors in IR: management, workers/unions, state - roles and interactions; Power dynamics in employment relationships.

Evolution of labour legislation in India; Constitutional foundations (Art. 39, 41, 42, 43, 43A); Labour law reforms: consolidation of 29 laws into 4 Codes; Bi-partite and tri-partite forums;

Code of Discipline; Labour administration machinery; ILO and international dimensions; Contemporary challenges in Indian IR.

Unit II (12 Hours)

Code on Wages 2019: Consolidation of 4 acts; Universal coverage; Definitions (wages, employee, employer); Floor wage vs. minimum wage; Wage components, deductions, timely payment; . Wages across different class (for women) & hours; Bonus: eligibility, payment, proportionate reduction, calculation, disqualification, set-on/set-off; Equal remuneration; Digital compliance; Judicial Pronouncements & Transitional jurisprudence.

Wage negotiations and collective bargaining on compensation; Fair wages, living wages, minimum wages; Wage equity and industrial relations; Incentive systems and motivation; Industrial harmony: concept, factors, role of communication and participative management.

Unit III (11 Hours)

Trade unions: objectives, functions, structure; Trade union movement in India; Trade Union Act 1926 vs. IR Code 2020, Collective bargaining: concept, theories, levels, process; Strategies: distributive vs. integrative; Good faith bargaining, Workers' participation in management.

Industrial disputes: causes, forms; Costs of conflicts; Strike/lockout legality under IR Code 2020; Conflict management approaches. Resolution mechanism.

Industrial Relations Code 2020: Standing orders; Retrenchment, lay-off, closure ; Fixed-term employment; Re-skilling fund; Judicial Pronouncements & Transitional jurisprudence.

Unit IV (11 Hours)

Social Security Code 2020: Consolidation of 9 acts; EPF; ESI; Employees' Compensation; Worker welfare and organizational commitment. Innovations: Gig/platform workers, fixed-term employees, inter-state portability.

OSH&WC Code 2020: Consolidation of 13 acts; Universal coverage; Employer/employee duties; Health and safety standards; Welfare facilities; Special provisions (women, young persons, contract labour, migrants); Digital compliance; Judicial Pronouncements & Transitional jurisprudence.

Emerging trends: Gig economy and platform work; Fixed-term employment and casualization; Digitalization and surveillance; Remote work (IR implications, safety); AI, automation and future of work; Mental health and psychosocial risks.

Tutorial Exercise: The students shall be asked to analyze IR evolution in a selected industry and conduct mock collective bargaining sessions applying Code on Wages provisions. Additionally, students will examine real-world labour law compliance issues in Indian industries (e.g., gig platforms, manufacturing units, for organizations transitioning to Labour Codes, and examine how emerging trends reshape employment relationships.

Suggested Readings

- Code on Wages, 2019; Industrial Relations Code, 2020; Social Security Code, 2020; OSH&WC Code, 2020; Central Rules under each Code
- Dunlop, J. T. (1993). *Industrial Relations Systems* (Revised ed.). Harvard Business School Press.
- Fisher, R., Ury, W., & Patton, B. (2011). *Getting to Yes: Negotiating Agreement Without Giving In* (3rd ed.). Penguin Books.
- Malik, P. L. (2025). *Labour Codes: Law and Commentary*. Eastern Book Company.
- Mamoria, C. B., & Mamoria, S. (2020). *Dynamics of Industrial Relations* (9th ed.). Himalaya Publishing House.
- Padhi, P. K. (2025). *Handbook on Labour Codes*. PHI Learning.
- Sharma, J. P. (2018). *Simplified approach to labour laws* (5 th ed.). Bharat Law House (P) Ltd
- Srivastava, R. (2020). India's Labour Codes: Deregulation by Stealth? *Indian Journal of Labour Economics*, 63(4), 961-979.
- Srivastava, S. C. (2019). *Industrial Relations and Labour Laws* (8th ed.). Vikas Publishing House.
- Venkata Ratnam, C. S., & Srivastava, B. K. (2022). *Personnel Management and Industrial Relations* (3rd ed.). Oxford University Press.
- Walton, R. E., & McKersie, R. B. (1965). *A Behavioral Theory of Labor Negotiations*. McGraw-Hill.