

**B.COM. DEGREE PROGRAMME IN CORPORATE SECRETARYSHIP**  
**SYLLABUS WITH EFFECT FROM 2023-2024**

## DISCIPLINE SPECIFIC ELECTIVE – 1 /2: INDUSTRIAL LAWS

| Subject Code                                           | L                                                                                                                                                                                                                                                                                                                                                                                                                  | T | P | S | Credits | Inst. Hours | Marks |          |              |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---------|-------------|-------|----------|--------------|
|                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                    |   |   |   |         |             | CIA   | External | Total        |
| 318E5A                                                 | 4                                                                                                                                                                                                                                                                                                                                                                                                                  |   |   |   | 3       | 4           | 25    | 75       | 100          |
| Learning Objectives                                    |                                                                                                                                                                                                                                                                                                                                                                                                                    |   |   |   |         |             |       |          |              |
| LO1                                                    | To acquire knowledge on Factories Act 1948                                                                                                                                                                                                                                                                                                                                                                         |   |   |   |         |             |       |          |              |
| LO2                                                    | To Learn the provisions of Industrial Disputes Act 1947                                                                                                                                                                                                                                                                                                                                                            |   |   |   |         |             |       |          |              |
| LO3                                                    | To understand the Workmen Compensation Act 1923                                                                                                                                                                                                                                                                                                                                                                    |   |   |   |         |             |       |          |              |
| LO4                                                    | To gain knowledge on Employee State Insurance Act 1948                                                                                                                                                                                                                                                                                                                                                             |   |   |   |         |             |       |          |              |
| LO5                                                    | To gain fundamental knowledge of Employee Provident fund Act                                                                                                                                                                                                                                                                                                                                                       |   |   |   |         |             |       |          |              |
| Prerequisites: Should have studied Commerce in XII Std |                                                                                                                                                                                                                                                                                                                                                                                                                    |   |   |   |         |             |       |          |              |
| Unit                                                   | Contents                                                                                                                                                                                                                                                                                                                                                                                                           |   |   |   |         |             |       |          | No. of Hours |
| I                                                      | <b>Factories Act 1948</b><br>Definitions – Health – Safety – Welfare – Working Hours of Adults – Employment of Women – Employment of Young Persons – Leave with Wages.                                                                                                                                                                                                                                             |   |   |   |         |             |       |          | 12           |
| II                                                     | <b>Industrial Disputes Act 1947</b><br>Definitions – Authorities under the Act – Reference of Disputes – Procedures and Powers of Authorities – Strikes and Lock-outs – Lay-off & Retrenchment – Special Provisions relating to Lay-off, Retrenchment & Lock-outs                                                                                                                                                  |   |   |   |         |             |       |          | 12           |
| III                                                    | <b>The Workmen Compensation Act 1923</b><br>Need for the Act – Scope & Coverage of the Act – Definitions – Employer's liability for Compensation (Section 3) including Theory of Notional Extension & Occupational Diseases – Defences available to Employer – Amount & Distribution of Compensation - Notice & Claim – Medical Examination - Obligations & Rights of Employers & Employees - Schedules to the Act |   |   |   |         |             |       |          | 12           |
| IV                                                     | <b>Employees State Insurance Act 1948</b><br>Objects-definitions-ESI Corporation, functions- contribution and recovery- benefits-penalties for false claims                                                                                                                                                                                                                                                        |   |   |   |         |             |       |          | 12           |
| V                                                      | <b>Employees Provident Fund and Miscellaneous Provision Act, 1952</b><br>Objects- definition- provident fund schemes- contribution and recovery – penalties and offences                                                                                                                                                                                                                                           |   |   |   |         |             |       |          | 12           |
|                                                        | <b>TOTAL</b>                                                                                                                                                                                                                                                                                                                                                                                                       |   |   |   |         |             |       |          | 60           |
| Course Outcomes                                        |                                                                                                                                                                                                                                                                                                                                                                                                                    |   |   |   |         |             |       |          |              |
| CO1                                                    | Apply the provisions of Factories Act learned                                                                                                                                                                                                                                                                                                                                                                      |   |   |   |         |             |       |          |              |
| CO2                                                    | Identify the industrial Disputes based on the Act and find solutions and plan strategically                                                                                                                                                                                                                                                                                                                        |   |   |   |         |             |       |          |              |
| CO3                                                    | Exhibit the knowledge on compensation related to workmen                                                                                                                                                                                                                                                                                                                                                           |   |   |   |         |             |       |          |              |
| CO4                                                    | Application of Employee State Insurance Act 1948                                                                                                                                                                                                                                                                                                                                                                   |   |   |   |         |             |       |          |              |
| CO5                                                    | Calculation of PF using the provisions of the Act                                                                                                                                                                                                                                                                                                                                                                  |   |   |   |         |             |       |          |              |

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| <b>Textbooks</b>                                     |                                                                                                                                                                                                                               |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                                    | N.D.Kapoor – Industrial Laws, Sultan Chand & Sons, New Delhi.                                                                                                                                                                 |
| 2                                                    | P.C.Tripathi - Industrial Laws, Sultan Chand & Sons, New Delhi                                                                                                                                                                |
| 3                                                    | Dr.M.R.Sreenivasan & C.D.Balaji - Industrial Laws & Public Relations, Margham Publications, Chennai.                                                                                                                          |
| 4                                                    | B.Nandha Kumar, Industrial Laws, Vijay Nichole Prints, Chennai.                                                                                                                                                               |
| 5                                                    | S.Thothadri & Vijayalakshmi.M, IK International Publishing House Pvt Ltd                                                                                                                                                      |
| <b>Reference Books</b>                               |                                                                                                                                                                                                                               |
| 1                                                    | Introduction to Labour and Industrial Laws Dr.Avtar singh , Prof(DR) Harpreet Kaur, Lexis Nexis                                                                                                                               |
| 2                                                    | Industrial Law Raman Arora, Sushma Arora. Taxmann                                                                                                                                                                             |
| 3                                                    | ICSI publication                                                                                                                                                                                                              |
| 4.                                                   | Mercantile Law –M.C.Shukla – Sultan Chand.                                                                                                                                                                                    |
| 5.                                                   | Principles of Mercantile law – Avtal Singh – Eastern Book Company.                                                                                                                                                            |
| <b>NOTE: Latest Edition of Textbooks May be Used</b> |                                                                                                                                                                                                                               |
| <b>Web Resources</b>                                 |                                                                                                                                                                                                                               |
| 1                                                    | <a href="https://labourlawreporter.com/">https://labourlawreporter.com/</a>                                                                                                                                                   |
| 2                                                    | <a href="https://www.ilms.academy/products/certificate-course-on-labour-law">https://www.ilms.academy/products/certificate-course-on-labour-law</a>                                                                           |
| 3                                                    | <a href="https://www.icsi.edu/media/webmodules/publications/7.%20Industrial,%20Labour%20and%20General%20Laws.pdf">https://www.icsi.edu/media/webmodules/publications/7.%20Industrial,%20Labour%20and%20General%20Laws.pdf</a> |

**MAPPING WITH PROGRAMME OUTCOMES  
AND PROGRAMME SPECIFIC OUTCOMES**

|                | <b>PO1</b> | <b>PO2</b> | <b>PO3</b> | <b>PO4</b> | <b>PO5</b> | <b>PO6</b> | <b>PO7</b> | <b>PO8</b> | <b>PSO1</b> | <b>PSO2</b> | <b>PSO3</b> |
|----------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|
| <b>CO1</b>     | 3          | 2          | 2          | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |
| <b>CO2</b>     | 3          | 2          | 3          | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |
| <b>CO3</b>     | 3          | 2          | 2          | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |
| <b>CO4</b>     | 3          | 2          | 3          | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |
| <b>CO5</b>     | 3          | 2          | 3          | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |
| <b>TOTAL</b>   | 15         | 10         | 13         | 15         | 10         | 10         | 10         | 10         | 10          | 10          | 10          |
| <b>AVERAGE</b> | 3          | 2          | 2.6        | 3          | 2          | 2          | 2          | 2          | 2           | 2           | 2           |

**3 – Strong, 2- Medium, 1- Low**