

Programme & Semester	M.Com. Sem IV
Paper Title	Industrial Laws : Cases and Implementation
Paper Code	MCEC22
Teacher's Name	Dr. Shikha Sachdeva

Unit	Topic	Readings
Introduction	Introduction to Labour law - New Labour Code - Brief	<p>Report of the National Commission on Labour (1969) - https://casi.sas.upenn.edu/sites/default/files/iit/National%20Commission%20on%20Labour%20Report.pdf</p> <p>Report of the Second National Commission on Labour (2002) - https://labour.gov.in/sites/default/files/39ilcagenda_1.pdf</p>
Unit 1	Employees Provident Fund & Miscellaneous Provisions Act, 1952:	<p>Bare Act - https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf</p> <p>Cases -</p> <ol style="list-style-type: none"> 1. Padiyur Sarvodya Sangh v Union of India, 1999 LLR 551:1999 - II LLN 224 (Mad HC) 2. Madhari Automobiles v Asstt PF Commissioner Nagpur 2006 Lab IC 912 (BOM HC) 3. Andhra University v RPFC of A.P. (1985) 4 SCC 509: 1986 SCC (L&S) 134 4. Arun Khanna v The PProvident Fund Commissioner and another :2020 LLR 69 5. M/s Northbrook Jute Company Ltd. & Anr. vs. Regional Provident Fund Commissioner and Others 2021 6. M/s. Singara Estate vs. The Assistant Provident Fund Commissioner 2019 LLR 1265 7. Employees Provident Fund Organisation vs. Shree Chithira Thirunal, Residential School, Thiruvananthapuram and Another: 2021 8. Sasikumar, Assistant Registrar/General Manager, Ayurdhara Pharmaceuticals vs. Assistant Provident Fund Commissioner and Another LLR 573 9. I.P. Rings Ltd. vs. The Assistant Provident Fund Commissioner & Anr.: 2020 10. Bikaner Cold Storage Co. Ltd. vs. RPFC 1981 11. Sigon Tools and Plastics (P) Ltd. vs. RPFC 1993 12. Sri Vardaraja Swami Transports (P) Ltd. V RPFC AIR 1966 13. SNG English Medium School vs. RPFC 1997 14. Mohanraj vs. RPFC 1986 15. The Pachora Peoples' Co-operative Bank Ltd. vs The EPFO 2017

		<p>16. Gurukripa Beedi Industry (P) Ltd. Bantwal Dakshina Kannada vs. Asst. PF Commissioner, EPFP Mangalore 2010</p> <p>17. Md. Ali vs. Union of India 1963</p>
Unit 2	Employees State Insurance Act, 1948	<p>Bare Act https://www.esic.nic.in/Tender/ESIAct1948Amendedupto010610.pdf Cases -</p> <ol style="list-style-type: none"> 1. S. Palanivel vs. Dy. Commissioner of Labour, Salem and Others: 2021 LLR 306 2. ESIC Coimbatore vs. N. Marappan and another 2010 LLR 52 (Madras HC) 3. Narsimha Mills Ltd. vs. ESIC Madras 2000 LLR 784 (Mad HC) 4. Madona Textiles Vs. ESIC 2000 LLR 1036 (Kerala HC) 5. Regional Director, ESIC vs. Hasinaben Azizbhai Shaikh Ors. 2010 LLR 110 (Gujrat HC) 6. Shyam Devi vs. ESIC AIR 1964 ALL 427 (HC) : 1961(1) LLJ 725 (ALL) 7. Naubat vs. ESIC (1961-62) 22 FJR 521 (Punjab) 8. ESIC vs. Gulab Bux Mulla (1986) 2 LLN 503 (Bom): 1987 Lab IC 141 9. Chandramatti Vs. ESIC 2003 10. ESIC vs. C.M. Sasi 2002 11. Saraswati Bai and others vs ESIC Bangalore 2004 12. National Insurance Ltd. vs. Nimmy and Co. 2003 13. Mummi Dipalli Syamala Devi v ESIC 2003 14. ESIC vs. Parmeswaran Pillai 1976 15. Regional Director ESIC vs. Mary Cutinho 1994 16. T Rajappa vs. ESIC 1992 17. Padmini Products vs ESIC Bangalore 2000

Unit 3	Factories Act, 1948	<p>Bare Act - https://labour.gov.in/sites/default/files/Factories_Act_1948.pdf Cases :</p> <ol style="list-style-type: none"> 1. Rupinder Singh Sodhi vs. State of West Bengal and Another 2020 2. Rajiv Kaul vs. Government of Tamil Nadu Rep. by Inspector of Factories 2019 3. P. Iaxmann Rao & Sons v Additional Inspector of Factories 1959 4. ESIC v Dave Griha Udyog 2001 5. Amri Naran v Suken Employees Coop Society Ltd. 1987 6. Osmania Univeristy v Regional Director ESIC 1985 7. East West Hotels Ltd. Vs. ESIC 1986 8. ESIC vs. Jalandhar Gymkhana Club 1993 9. Ravi Sharma vs. State of Rajasthan 1993 10. Shankar Balaji Waje vs. State of Maharashtra 1962 11. Chief General Manager Telecom Factory vs Karlekar S.S 1997 12. Shinde vs. Bombay Telephones 1968 13. S.G. chemicals and Dyes Employees Union Vs. Management 1986 14. Ardeshir S. Bhuwaniwala vs. State of Bombay 1961 15. Workmen DESU vs Management 1974 16. G.L. Hotels vs. T.C. Sarin 1993 17. Welcome group Windsor Manor Shereton & Towers Bangalore v State of Karnataka 2004 18. Chola mandalam Software Ltd. Vs Presiding Officer , Additional Labour Court , Madras 1997 19. ESIC vs. G.N. Mathur 1993 20. Standard Industries Ltd. vs. State of M.P. 1996
Unit 4	The Industrial Disputes Act, 1947	<p>Bare Act - https://labour.gov.in/sites/default/files/THEINDUSTRIALDISPUTES_ACT1947_0.pdf Cases :</p> <ol style="list-style-type: none"> 1. Chief Manager, Rajasthan State Road Transport Corpn. Jaipur and Another vs. Gopal Singh Since Deceased through his Legal heirs and Another: 2021 2. Management of Telco vs. Anita Sharma : 2021 3. Bangalore water supply and Sewage board vs. Rajappa 1978 4. Radhakrishna Bhakta vs Subramanya Shastri & Anr. 2006 5. Sree Vinayaka Devasthanam Samithi, Bangalore vs. Kamamma 2010 6. Bharat Sanchar Nigam Ltd. Industrial Tribunal & Ors. 2008 7. Chief General Manager BSNL vs Industrial Tribunal Kollam & Anr 2008 8. Workmen v Dharampal Premchand 1965 9. Central Province Transport Ltd. Vs. Raghunath Gopal Patwardhan 1957 10. Workmen of Dimakuch Tea Estate v Dimakuchi Tea Estate 1958 11. DTC Vs Surinder Pal 2007

Unit 5	Payment of Gratuity Act, 1972	<p>Bare Act - https://labour.gov.in/sites/default/files/THE%20PAYMENT%20OF%20GRATUITY%20ACT%2C%201972_0.pdf</p> <p>Cases :</p> <ol style="list-style-type: none"> 1. M/s. Hindustan Everest Tools Ltd. vs. Inderjeet and Another, 2020 2. B.S. Rawat vs Shyam Lal and another 2021 3. M/s Bharat Coking Coal Ltd. Vs Union of India and Others , 2020 4. National Bal Bhawan v Vandana and Others 2020 5. Alak Mitra v State of Tripura and others 2020 6. Godhara Sarvajanik Shikshan Mandal vs. Dimpleben Bhrupeshkumar Shah: 2020 7. Chairman/Chief Executive Officer, Sangli District Primary Teachers Co.op.Bank Ltd. vs. Babasaheb Mahadev Patil, Sangli: 2021 8. Lalappa Lingappa & Ors. v Laxmi Vishnu Textiles Mills Sholapur 1981 9. Bakshish Singh vs. Darshan Engineering Works 1994 10. Balbir Kaur vs SAIL 2000 11.Laxmidevi vs A.P. Agricultural University 2002 12. Venkateshwara Rao v SMVM Polytechnic 1998 13. Hindalco Industries Ltd vs Shiv Narayan Singh & Ors. 2007 14. DBR Mills vs Appellate Authority 1985 15. Bank of Baroda vs Appellate Authority 1972 16. State Road Transport Corporation Vs Appellate Authority 2010 17. Texma Co. Ltd. vs. ram DHan 1993 18. Darshan Engineering Works vs Controlling Authority 1984 19. Managers v Food Hon'ble Mr. Sanjay Yadav 2017
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Unit 6	Trade Unions Act, 1926	<p>Bare Act https://labour.gov.in/sites/default/files/TheTradeUnionsAct1926.pdf</p> <p>Cases:</p> <ol style="list-style-type: none"> 1. Management of Singareni Collieries Company Ltd., Ramagundam & Godavarikhani, Karimnagar vs. Industrial Tribunal-1, Hyderabad & Anr., 2012 LLR1162 (AP HC) 2. Natraj Ceramic and Chemical Industries Ltd. vs. Jamnagar Jilla Majdoor Sangh and another, 2013 3. UP Shramik Maha Sang vs. State of UP 1960 4. Bangalore woolen cotton and silk mills co. Ltd. v Workmen 1967 5. Radhakisan Jaikishan Gining and Pressing ward vs Jamnadas Nursing Gining and Pressing Co. Ltd. 1940 6. M.T. Chanderseran vs. N. Sukumaran 1974 7. D. Munirathanam v Additional Registrar of Trade Union 1997 8. Nagda Rashtra Sewak Karamchari Congress vs. Industrial Court 1997 9. Tata Electric companies officers guild v Registrar of Trade Unions 1994 10. Leather and Leather Goods Democratic Labour Union vs. First Adctl. Registrar of Trade Unions 1994 11. R.S. Ruiker vs. Emperor 1935 12. National Labour Relations Board vs. Fansteel Metallurgical Corp. 1939 13. S. Palani vs. Bajraj Textiles & Anr. 1991 14. Maruti Suzuki case study
Unit 7	Employee's Compensation Act, 1923	<p>Bare Act https://labour.gov.in/sites/default/files/EC%20Act.pdf</p> <p>Cases :</p> <ol style="list-style-type: none"> 1. Beli Ram vs. Rajinder Kumar and Another: 2021 LLR 130 2. Oriental Insurance Co. Ltd. through its Divisional Manager vs. Khel Singh and Others: 2021 LLR 139 3. Smt. Ruby vs. Prescribed Authority/Dy. Labour Commissioner, Faizabad and Others : 2020 LLR 515 4. New India Assurance co. Ltd. vs Jivram Jetha Samshamia 2006 5. Smt. Rohini Shamrao Burud vs. Hindustan Petroleum Corpn. Mumbai 2006 6. United Insurance Co. Ltd. vs. Nirmal Kaur & ors. 2006 7. Divisional Railway Manager vs Shamsadi 1988 8. Mgt. of HAL, Helicopter Division Bangalore vs. L. Fathima Mary & Ors. 2010 9. D.S. Constructions Ltd. v Raj Kali Devi 2010 10. Shipping Corporation of India vs. Himatalal Sewai Solanki 2006 11. Parle Product Ltd. v Subir Mukherjee 2001 12. State of Rajasthan v Ram Prasad 2001 13. Chandra v Moongalar Estate 2001 14. Union of India vs Noor Jahan 1979 15. Kerala Minerals & Metals Ltd. vs Bhaskaran 1998

Other References	
Books	Kumar, H.L. (2018). Digest of Important Labour Cases, Universal Law Publishing Co. Pvt. Ltd.
	Malik, S. (2017). PL Malik's Industrial Law.
	Sharma, J.P. (2018). Simplified Approach to Labour Laws, Bharat Law House (P) Ltd.
Websites	www.icsi.edu
	www.labour.gov.in
	www.indiankanoon.org