

Labour and Industrial Law I

Credit 4

OBJECTIVES OF THE COURSE:

This course aims to provide students with a comprehensive understanding of the principles, policies, and legal framework governing labour and industrial relations in India through the study of the New Labour Codes. The course seeks to familiarize students with the objectives, structure, and substantive provisions of the Code on Wages, 2019, the Code on Social Security, 2020.

The course further seeks to promote critical analysis of labour law reforms, contemporary challenges in the world of work, and the legal protection of workers in both organized and unorganized sectors, including gig, platform, and migrant workers. Emphasis is placed on the development of legal reasoning, statutory interpretation, problem-solving skills, and the application of labour laws to practical situations, thereby enabling students to appreciate the role of labour legislation in promoting social justice, industrial harmony, economic development, and decent work in a changing employment landscape.

The Code on Wages 2019

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| 1.Preliminary | 4 Lecture |
| 1.1 Short title, Extent and Commencement | |
| 1.2 Definition | |
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II. Prohibition of discrimination on ground of gender | |
| 2.2 Decision as to disputes with regard to same or similar nature of a work | |
| | 4 Lecture |
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III. Minimum wages – | |
| 3.1 Payment of minimum rate of wages - Fixation of Minimum Wages | 10 Lecture |
| 3.2 Procedure for fixing and revising minimum wages | |
| 3.3 Components of minimum wages | |
| 3.4 Fixing hours of work, wages for over time | |
| 3.5 Powers of Central Government | |
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IV. Payment of Wages | 6 Lecture |
| 4.1 Mode of payment of wages, Wage period fixation | |

4.2 Time limit for payment of wages

4.3. Deductions from wages

V. Payment of Bonus

10 Lecture

5.1 Eligibility for Bonus

5.2 Disqualification for Bonus

5.3 Computation of number of working days

5.4 Gross profit, Available surplus, Allocable surplus

5.5 Deductions of certain amounts from Bonus

5.6 Applicability of this Chapter

VI. Payment of Dues

8 Lecture

6.1 Responsibility of Employer for the payment of various dues

6.2 Reference of disputes under this Code – Appeals

6.3 Appointment of Inspector cum facilitator and power of Inspector

6.4 Offences and penalties

6.5 Miscellaneous

The Code on Social Security 2020

Short title extent, commencement

VII Social Security meaning, registration and cancellation of an establishment

10 Lecture

7.2 Employees Provident Fund

7.3 Employees State Insurance Corporation

7.4 Presumptions as to accident

7.5 Occupational Disease

7.6 Benefits under this chapter

VIII. Gratuity

4 Lecture

8.1. Continuous service, Determination of Gratuity

8.2. Nomination

IX Maternity Benefit

10 Lecture

9.1 Prohibition of employment of women during certain periods

9.2 Various benefits under this chapter

9.3 No deduction of wages

9.4 Forfeiture of Maternity Benefits

9.5 Inspector – cum facilitator, powers

X Employees Compensation

10 Lecture

10.2 Employers liability for compensation

10.3 Accidents occurring outside Indian Territory

10.4 Insolvency of employers

10.5 Reference to competent authority

XI. Social Security for unorganized workers,

4 Lecture

11.2 Schemes for unorganized workers, funding of State Government Schemes

11.3 Help line, facilitation centre etc. for unorganized, gig, platform workers

11.4 registration of unorganized, gig, platform workers

Bibliography

Bare Act.

Any other information:

1. The topics, cases and suggested readings given above are not exhaustive.
2. Teachers of the Course shall be at liberty to add the case/suggested readings.
3. Students are required to study/refer to the legislation as amended from time to time, and consult the latest editions of books on this course.