

COURSE TITLE	LABOUR/EMPLOYMENT LAW
COURSE CODE	10CC0204
COURSE CREDITS	3

Objective:

- 1 • To acquaint the students of law with theoretical as well as practical knowledge of labour & Industrial legislations.
- 2 • To enable the students of law understand the importance of implementing Labour & Industrial Laws as its non-adherence attracts penal provisions and it also severely affects the reputation of the establishment.
- 3 To acquaint the students of law with theoretical as well as practical knowledge of labour & Employment laws.
- 4 To enable the students of law understand the importance of implementing Labour & Employment Laws as its non-adherence attracts penal provisions and it also severely affects the reputation of the establishment.
- 5 To be familiar with the provisions of various labour laws relating to industrial relations, wages and social security and how there has been judicial precedents in this regard.

Course Outcomes: After completion of this course, student will be able to:

- 1 Understand and critically analyse the labour legislations and various other provisions thereby.
- 2 To apply the knowledge of various labour laws and become aware of the rights and responsibilities of the management and especially workmen and trade unions, compliances and penalties under provided under the labour laws.
- 3 To analyze the scope and objectives of labour laws and enable students to understand the reforms required in the law to cope up the recent developments taking place.
- 4 Assess and develop a higher thinking order relating to the labour administration and justice.

Pre-requisite of course:• To acquaint the students of law with theoretical as well as practical knowledge of labour & Employment laws. • To enable the students of law understand the importance of implementing Labour & Employment Laws as its non-adherence attracts penal provisions and it also severely affects the reputation of the establishment. • To be familiar with the provisions of various labour laws relating to industrial relations, wages and social security and how there has been judicial precedents in this regard.

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
2	1	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	The basics of Industrial Relations and the laws regulating the Industrial Relations • Concept and meaning of Industrial Relations. • Factors affecting Industrial Relations., • Changing dimensions of Industrial Relations (post covid). • Collective Bargaining., • Relevant provisions of Industrial Disputes Act 1947: Industrial relations machinery and methods of settlement of industrial disputes, Section 9A & 9B and Schedule IV of Industrial Disputes Act, Section 33, 33A & 33B of Industrial Disputes Act., • Layoff, Retrenchment and Closure. • Unfair Labour Practices., • Comparison with the Code of Industrial Relations. 2020 • Code on Wages 2020	9
2	Governments power to refer industrial disputes And Industrial adjudication • Nature and extent of government’s power. • Objectives of industrial adjudication., • Labour courts, Industrial tribunals and National Industrial Tribunals – Constitution and Composition., • Jurisdiction, powers and functions of adjudicatory authorities.	8
3	Latest development in labour law • Industrial Relation Code 2020., • Code on social security 2020., • Occupational safety, Health and working conditions code 2020., • Wages Code 2019.	7
4	International Labour Organization • Objective of ILO. • ILO Conventions and Recommendations, • Key ILO Conventions. • International Training Center.	6
Total Hours		30

Suggested List of Experiments:

Contents : Unit	Topics	Contact Hours
1	Issues related to labour/employment law Issues related to labour/employment law	15
Total Hours		15

Textbook :

- 1 The Law of Industrial Disputes Vol. I & Vol. II , O.P. Malhatra, Universal Law Publishing Co.,, 1998

References:

- 1 REPORT OF THE NATIONAL COMMISSION ON LABOUR, REPORT OF THE NATIONAL COMMISSION ON LABOUR, GOVERNMENT OF INDIA, MINISTRY OF LABOUR AND EMPLOYMENT AND REHABILITATION, 1969

Suggested Theory Distribution:

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking / Creative
10.00	10.00	30.00	10.00	20.00	20.00

Instructional Method:

- 1 Classroom Teaching
- 2 Seminar
- 3 Tutorial Experiences
- 4 Expert Lectures
- 5 Research Project

Supplementary Resources:

- 1 https://labour.gov.in/sites/default/files/39ilcagenda_1.pdf
- 2 <https://factohr.com › labour-law-in-india>
- 3 <https://www.labour.gov.in/>
- 4 <https://static.pib.gov.in/WriteReadData/specificdocs/documents/2025/nov/doc20251121701501.pdf>