Course Code	Course Name	Credits
26CM506	INDUSTRIAL AND LABOUR LAW	4

Course Objectives

- To familiarize students with the legal framework governing industrial relations.
- To provide knowledge of labour laws related to wages, social security, and working conditions.
- To develop understanding of employer–employee relationships and dispute resolution.
- To create awareness of workers' rights and legal protections in India.
- To understand the Recent Developments of industrial law.

Course Outcomes

- . Understand key provisions of industrial and labour laws.
- Analyze legal issues related to employment and industrial relations.
- Apply labour laws in real-life organizational situations.
- Interpret legal provisions related to wages, social security, and dispute settlement.
- Understand the Recent Developments of industrial law.

Unit I - Introduction to Industrial and Labour Law (12hours)

Meaning, scope, and objectives of labour laws - Evolution of labour legislation in India - Industrial relations: concept and significance - Constitutional provisions relating to labour (Fundamental Rights & Directive Principles) - Role of International Labour Organization.

Unit II - Industrial Disputes and Trade Unions (12 hours)

Industrial Disputes Act, 1947 – Objectives and key provisions - Definition and types of industrial disputes - Authorities for dispute resolution (Labour Court, Tribunal) - Strikes and lockouts - Trade Unions Act, 1926 – Registration and rights of trade unions.

Unit III - Laws Relating to Wages: (12hours)

Minimum Wages Act, 1948: Scope and Applicability - Fixation and Revision of Wages - Composition of Wages - Enforcement and Penalties – Significance.

Payment of Wages Act, 1936: Background and legislative intent - Main provisions - Enforcement and remedies - Subsequent developments.

Payment of Bonus Act, 1965: Background and Purpose - Provisions and Mechanism - Exemptions and Scope - Significance and Legal Interpretation.

Unit IV - Social Security Legislations (12hours)

Employees' State Insurance Act, 1948: Background and purpose - Major benefits under the Act - Administration and enforcement. **Employees' Provident Funds and Miscellaneous Provisions Act, 1952:** Purpose and scope - Institutional structure - Core provisions. **Payment of Gratuity Act, 1972:** Scope and applicability - Calculation and payment mechanism - Amendments and significance. **Maternity Benefit Act, 1961:** Purpose and scope - Benefits and provisions - 2017 amendment highlights - Significance and impact

Unit V - Working Conditions and Recent Developments (12 hours)

Introduction to Labour Codes: Code on Wages, 2019: Definitions - Objectives of the Code – Applicability - Minimum Wages - Payment of Wages - Equal Remuneration - Advisory Boards - Inspector-cum-Facilitator – Penalties.

Industrial Relations Code, 2020: Definitions - Objectives of the Code – Applicability - Trade Unions - Industrial Disputes - Strikes and Lockouts - Advisory Boards - Grievance Redressal Mechanism.

Social Security Code, 2020: Definitions, Objectives of the Code, Applicability, Major Social Security Schemes (a) Provident Fund (PF) (b) Employees' State Insurance (ESI) (c) Gratuity (d) Maternity Benefit (e) Employees' Compensation, Social Security for Unorganized & Gig Workers, Registration, Authorities under the Code, Inspector-cum-Facilitator, Penalties.

Occupational Safety, Health and Working Conditions Code, 2020: Definition, Objectives of the Code, Applicability, Health Provisions, Safety Provisions, Welfare Measures, Working Hours and Leave, Employment of Women, Contract Labour, Significance.

Reference Books:

1. **1.** Setting up of Business, Industrial & Labour Laws, ICSI, (2025) New Delhi.
2. S.N. Mishra, Labour and Industrial Laws, Central Law Publications Publisher, first edition: 1990s (revised annually).
3. H.L. Kumar, "Indian industrial and labour law", Universal Law Publishing (LexisNexis imprint) publisher, Early 2000s (regularly updated editions)
4. N.D. Kapoor, "Industrial and labour law" First published**:** Mid-20th century (multiple updated editions), Publisher: Sultan Chand & Sons.

Website Link

1. https://www.youtube.com/watch?v=0yxPpjBPqjw&list=PLWfw--eKcgtqsIN60z4hndaEvZF1R-5qM
2. https://www.youtube.com/watch?v=c58t-19gVmw&list=PLWfw--eKcgtqsIN60z4hndaEvZF1R-5qM&index=2
3. https://www.youtube.com/watch?v=UiLtqAUD5Tw&list=PLWfw--eKcgtqsIN60z4hndaEvZF1R-5qM&index=6
4. https://www.youtube.com/watch?v=UKUwV300k6M&list=PLWfw--eKcgtqsIN60z4hndaEvZF1R-5qM&index=9
5. https://www.youtube.com/watch?v=MShgT3Y-O0c&list=PLWfw--eKcgtqsIN60z4hndaEvZF1R-5qM&index=8

COs and Bloom's Taxonomy Mapping – 26CM506

Course Outcomes	On successful completion of this course, students will be able to	BTL
CO1	Understand key provisions of industrial and labour laws.	K1, K2
CO2	Analyze legal issues related to employment and industrial relations.	K3, K4
CO3	Apply labour laws in real-life organizational situations.	K4
CO4	Interpret legal provisions related to wages, social security, and dispute settlement.	K5
CO5	Understand the Recent Developments of industrial law.	K6

BTL (Bloom's Taxonomy Level) - K1 – Remembering, K2 – Understanding, K3- Applying, K4 – Analyse, K5- Evaluate and K6 - Create

Relationship Matrix – 26CM506

Course Outcomes	Programme Outcomes (POs)						Programme Specific Outcomes (PSOs)						Mean Score of Cos
	PO1	PO2	PO3	PO4	PO5	PO6	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6	
CO1	2	2	3	3	1	1	2	3	2	2	2	2	2.08
CO2	3	2	3	3	1	2	2	3	2	3	2	1	2.25
CO3	3	3	2	3	2	2	3	3	3	3	2	1	2.50
CO4	3	2	2	3	1	2	3	2	2	3	2	2	2.25
CO5	2	2	1	3	1	3	1	3	2	2	3	1	2.00
												Total	2.42

Mean Score: 3- High, 2- Medium/Moderate, 1-Low