



Subject: Labour & Industrial Laws- Paper- II- LAWLL14521

Type of course: Major (Core)

Prerequisite:

Students should have basic understanding of basic legal principles, contract law, and employment relationships. Key areas include workers' rights, fair wages, health and safety, discrimination, union rights, collective bargaining, dispute resolution, and international standards (e.g., ILO). Economic and social contexts of work are also essential.

Rationale:

Labour law exists to protect workers from exploitation, ensure fair and safe working conditions, and balance the power between employers and employees. It promotes social justice, regulates employment relationships, and safeguards fundamental rights such as fair wages, reasonable working hours, and freedom of association. Labour law also supports economic stability by fostering harmonious industrial relations and resolving workplace disputes effectively.

Teaching and Examination Scheme:

Teaching Scheme				Credits	Examination Marks			Total Marks
CI	T	P	C	Theory Marks		CA		
				SEE	MSE	ALA		
05	01	00	06	100	30	20	150	

Legends: CI-Classroom Instructions; T- Tutorial; P- Practical; C- Credit; SEE- Semester End Evaluation; MSE- Mid Semester Examination; CA-Continuous Assessment; ALA- Active Learning Activities.



Course Content:

Sr. No.	Course Content	Hrs.	% Weightage
1	Payment of Wages Act and Payment of Bonus Act : <ul style="list-style-type: none"> • Payment of Wages Act • Application and concept of Wages • Important Definitions : Wages, Workman etc. • Liabilities of employer for payment of wages • Authorized and Unauthorized Deductions • Remedies against unauthorized deductions (u/s. 15) 	15	20
2	Factories Act, 1948 : <ul style="list-style-type: none"> • Application of the Act, Important Definitions : Factory, Worker, Manufacturing Process • Provisions relating to adolescent and women • Provisions relating to working hours to adult workers, women and adolescent • Provisions relating to Health of Workers • Provisions relating to safety and Welfare of Workers • Special provisions relating to Hazardous Process (Chapter IV-A) & provisions relating to Leave with Wages • Authorities under the Factories Act Theoretical Foundations of International Law: 	15	20
3	Employees' State Insurance Act : <ul style="list-style-type: none"> • Application and coverage of the Act • Important Definitions : Workmen, Benefit Period, Contribution Period, Wages, employer • Benefits available to the Employees under the Act Concept & Miscellaneous 	15	20
4	Payment of Gratuity Act: <ul style="list-style-type: none"> • Payment of Gratuity Act : • Application and coverage of Act • Important Definitions : Wages, employee, continuous services 	15	20



	<ul style="list-style-type: none"> • Qualifications and disqualifications of Gratuity • Formula for calculation of Gratuity and related Judicial Pronouncements • Recovery of Gratuity and authorities under the Act • Maternity Benefits Act : Object, Reasons and Salient Features, Human Rights and Practice and Institutional Framework 		
5	<p>Payment of Bonus Act :</p> <ul style="list-style-type: none"> • Application and concept of Bonus • Important Definitions : Bonus, Employees, continuous Services • Calculation of Bonus : Available surplus and allocable surplus • Provisions for new establishments relating to calculation of Bonus, Calculation of Bonus : Available surplus and allocable surplus • Minimum Bonus & Maximum Bonus, Qualifications & Disqualifications for Bonus, Recovery of Bonus Definition and Concept of International Law 	15	20

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	<p>Labour court visit: Students are supposed to visit the Labour Court of the District and observe the functioning of the court on a regular working day. Students will submit a report individually of the activities they observed and explain in short about the functioning of a live case hearing of the Labour court. Students will upload the report on GMIU Web Portal.</p>	10
2	<p>Report writing: Students are supposed to analyze the changes made in the Labour Laws and their implications on the service class public. Students will prepare a report in a power point presentation form and upload it on GMIU Web Portal.</p>	10
Total		20



List of Suggested Tutorials:

Sr. No	Suggested Tutorials
1	Covers fundamentals such as employment contracts, wages, working hours, and employee rights. Ideal for beginners needing a clear legal overview..
2	Explains rights related to leave, maternity benefits, safety, and non-discrimination. Includes practical examples of how these rights operate at workplaces.
3	Focuses on lawful vs. unlawful termination, retrenchment procedures, and severance requirements. Useful for understanding due process and employer compliance.
4	Teaches regulations on provident fund, gratuity, insurance, and pension schemes. Helps learners understand mandatory employer contributions and employee entitlements.
5	Explains strikes, lockouts, collective disputes, conciliation, arbitration, and labour courts. Good for understanding conflict resolution mechanisms between employers and employees.
6	Covers union registration, rights, duties, and collective bargaining processes. Useful for studying how unions negotiate and protect worker interests.
7	Focuses on workplace safety standards, inspections, and compliance requirements. Ideal for industries with significant physical or operational risks.
8	Teaches employer-employee relationship building, grievance handling, and dispute prevention. Great for HR and management professionals.
9	A practice-oriented tutorial that guides HR professionals on statutory registers, employee benefits, and grievance handling. It emphasizes real-world compliance and documentation requirements.
10	This tutorial explains employer obligations regarding employee safety, hazard control, and compliance audits. It includes practical scenarios to demonstrate how safety laws are applied.

Suggested Specification table with Marks (Theory): 100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	30%	40%	10%	20%	--	--



Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand the fundamental rights and obligations of employers and employees under labour legislation.
CO2	Gain the ability to interpret key labour statutes and judicial decisions affecting workplace practices.
CO3	Apply labour law concepts to real-life issues such as wages, working hours, discrimination, and termination.
CO4	Evaluate employer responsibilities regarding social security, safety, welfare, and record-keeping obligations.

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction. Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses. The internal evaluation will be done on the basis of Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

- [1] Labour and Industrial Law C. Jamnadas and Co.
- [2] John Bowers and Simon Honeyball, Tex Book on Labour Law, Blackstone
- [3] Srivastava K. D. Commentaries on payment of Wages Act, 1936 Eastern, Lucknow.
- [4] Rao S. B. Law and Practice on Minimum Wage, Law Publishing House, Allahabad.
- [5] Srivastava K. D. Disciplinary Action against Industrial Employees and its Remedies, Eastern, Lucknow.

