



Anand Law College
(An Autonomous Institute, Under UGC Regulation 2023) Managed by
Shri Ramkrishna Seva Manda, SRKSM Campus, Near Electric Grid, Anand,
Gujarat (Affiliated to S. P. University & Approved by BCI, New Delhi) NAAC
Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



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| Name of the Course : One Year LLM Group : Corporate and Commercial Law | Type of Course : CBCS |
| Year : 1 st Year | Semester : 3 rd (Trimester) |
| Subject Code : ALCPG3SCCL2 | Subject :Labour / Employment Law |
| W.E.F. : 2025-26 | Teaching Hours : 30 Hours |

Teaching & Examination Scheme:

| Credit | Lec | Lab | Tut | Internal Marks | | | External Marks | | Passing Marks | Passing Marks | Total Marks |
|--------|-----|-----|-----|----------------|---|----|----------------|---|---------------|---------------|-------------|
| | | | | T | P | CE | T | P | Internal | External | Int+Ext |
| 2 | 2 | - | - | 30 | - | 10 | 60 | - | 16/40 | 24/60 | 40/100 |

Lect = Lecture, Tut = Tutorial, Lab= Lab,T=Theory,P=Practical Theory Passing % :40, Practical Passing %:40

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| Course Objectives: | <ol style="list-style-type: none">To explore the intersection between the Constitution of India and labor jurisprudence, focusing on social justice and economic equity. L4 AnalyzeTo provide a comprehensive understanding of the transition from fragmented legacy acts to the unified Code on Social Security (2020) and Industrial Relations Code (2020). L5 EvolutionTo examine the role of the International Labour Organization (ILO) in shaping domestic labor welfare theories and Indian legal frameworks. L4 AnalyzeTo study significant Judicial Pronouncements that have defined the rights of both organized and unorganized (gig/platform) workers. L5 EvolutionTo equip students with the legal knowledge required to navigate strikes, lockouts, and the new mechanisms for industrial dispute resolution. L3 Apply |
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Course Outcome (CO):

Upon completion of the course, student shall be able to

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| CO 1 | Interpret labor statutes through the lens of Fundamental Rights (Articles 14, 16, 19, 21) and the Directive Principles of State Policy (DPSP). |
| CO 2 | Apply the provisions of the Social Security Code, 2020 to practical scenarios involving maternity benefits, gratuity, and insurance for both traditional and gig-economy workers. |
| CO 3 | Analyze the legal requirements for layoffs, retrenchments, and closures, and determine the legality of strikes and lockouts under the Industrial Relations Code, 2020. |
| CO 4 | Appraise the impact of ILO conventions on Indian labor welfare theories and the historical evolution of worker rights in India. |
| CO 5 | Conduct advanced legal research by synthesizing "Ratio Decidendi" from landmark judicial pronouncements to solve complex employer-employee disputes. |
| CO 6 | Draft legal notices and advisories regarding trade union registration, standing orders, and penalties as per the modernized labor codes. |



Detail of Syllabus: Labour / Employment Law
Total Teaching Hour: 30 Hours

| Module | Description | |
|-------------|--|---------------------------------|
| 1. | Constitution of India and Labour Laws | |
| 1.1 | Preamble and Labour Laws | |
| 1.2 | Fundamental rights vis-à-vis Labours laws | |
| 1.3 | Equality before law and its application in Labour laws | |
| 1.4 | Equal Pay for Equal Work | |
| 1.5 | Article 16,19,21,23 and 24 its implications | |
| 1.6 | Directive Principle of State Policy and Labours Laws | |
| 1.7 | Judicial Pronouncement | |
| 2. | Code on Social Security, 2020 (New) | |
| 2.1 | Social security Meaning, Definition, Labour Welfare and Social Security, Modalities Social Assistance and Social Insurance | |
| 2.2 | International norms for social security of labour: the ILO measures | |
| 2.3 | Social Security originations | |
| 2.4 | Social Security for unorganised workers, gig workers and Platform Workers | |
| 2.5 | Comprehensive and integrated social security scheme – as recommended by National Commission on Labour | |
| 2.6 | National Rural Employment Guarantee Act. | |
| 2.7 | Gratuity | |
| 2.8 | Maternity Benefits | |
| 2.9 | Employ State Insurance Corporation | |
| 2.10 | Judicial Pronouncement | |
| 3 | Industrial Relations Code 2020 | |
| 3.1 | Definition | |
| 3.2 | Trade Unions | |
| 3.3 | Standing Orders | |
| 3.4 | Voluntary Reference of Disputes to Arbitration | |
| 3.5 | Mechanism for Resolution of Industrial Disputes | |
| 3.6 | Strike, Lockouts, Layoff, Retrenchment and Closure | |
| 3.7 | Special Provision Relating to Lay-off, Retrenchment and Closure in certain establishments | |
| 3.8 | Offences and Penalties | |
| 3.9 | Judicial Pronouncement | |
| 4 | ILO and Labour Welfare | |
| 4.1 | History of the International Labour Organisation | |
| 4.2 | Aims and Objectives, Composition and Working sector | |
| 4.3 | Evolution of role in ILO in Labour Welfare | |
| 4.4 | Labour Welfare and Labour Welfare Theories | |
| 4.5 | ILO and India | |
| 4.6 | Judicial Pronouncement | |
| | | 15 % (2) 7 Hours |
| | | 15 % (2) 7 Hours |
| | | 15 % (2) 7 Hours |
| | | 15 % (2) 7 Hours |

Suggested References

1. Agrawal Dr. H.O. Human Rights (Ed.2019),CLP Allahabad
2. Basu D. D. Indian Constitutional Law (Ed. 2012), Kamal Law House, Kolkatta



3. Misra S.N. Labour and Industrial Laws 29 th Ed. 2019 CLP Allahabad
4. Singh VB Industrial Labour law in India Ed. 1996 ILI
5. Tondon M.P Human Rights and International Law Ed. 2017 Allahabad law agency Allahabad

ONLINE REFERENCE

1. <http://www.lawfarm.in>
2. <http://ilocentury.org>
3. www.lexisnexis.co.in
4. Social.Justice.nic.in
5. www.legalserviceindia.com

Reports / Journal / Articles / Paper

1. Report on National Commissions on Labour
2. Finance Commission
3. All Indian Report
4. Indan Journal Law
5. Labour law Journal
6. The International Labour Review

1* SUGGESTED REFERENCE AND LEADING CASES ARE NOT EXHAUSTIVE. NEED TO BE SUPPLEMENTED WITH ADDITIONAL READINGS AND OTHER CASES