



Anand Law College

(An Autonomous Institute, Under UGC Regulation 2023)

Managed by Shri Ramkrishna Seva Mandal

(Affiliated to S. P. University & Approved by BCI, New Delhi) NAAC

Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle



Name of the Course : LL.B (CBCS)	Type of Course : GIA (CBCS)
Year : 2nd Year	Semester : 3 rd (Semester)
Subject Code : ALCUG3CLLB3	Subject : India's New Labour Code - I (Labour and Industrial Law)
W.E.F. : 2026-27	Teaching Hours : 60 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
4	4	-	-	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

Course Objectives:	- To provide a foundational understanding of the concept, evolution, and objectives of labour codes in India. L.2 Understand - To examine the relationship between labour laws and the constitutional framework, particularly Fundamental Rights and Directive Principles under the Constitution of India. L.4 Analyze - To analyze the structure, key provisions, and implementation of the Code on Wages, 2019. L.4 Analyze - To evaluate the legal framework and practical implications of the Industrial Relations Code, 2020 in regulating industrial relations. L.5 Evaluate - To develop the ability to apply labour law provisions to real-life workplace situations and dispute resolution mechanisms. L. 3 Apply - To enhance critical thinking regarding labour reforms and their impact on workers, employers, and industrial harmony. L. 4Analyze
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Course Outcome (CO):

Upon completion of the course, student shall be able to

CO 1	Students will be able to explain the concept, scope, and significance of labour codes in India.
CO 2	Students will be able to interpret constitutional provisions and relate them to labour law protections and policies.
CO 3	Students will be able to analyze and apply the provisions of the Code on Wages, 2019 to practical situations.
CO 4	Students will be able to evaluate the effectiveness of the Industrial Relations Code, 2020 in resolving industrial disputes and maintaining industrial peace.
CO 5	Students will be able to identify and address issues related to wages, industrial relations, and labour rights in real-world contexts.
CO 6	Students will be able to demonstrate critical thinking by assessing labour law reforms and suggesting improvements.



Detail of Syllabus: India's New Labour Code - I (Labour and Industrial Law)

Total Teaching Hours: 60 Hours

Module	Description	Weightage/ Credits
1	Introduction to Labour codes.	25% (4)
1.1	Evolution of Labour Law.	
1.2	Laissez Faire to welfare state.	
1.3	Constitutional perspectives of Labour welfare and industrial relations.	
1.4	Industrial Jurisprudence and Labour Policy in India.	
1.5	Labour Problems & Industrial Relation.	
1.6	Principles of Labour legislations [social welfare, social justice, social equality, social security and national economy.]	
1.7	Case Study 1. Bharat Bank Ltd. Delhi v/s Employees of Bharat Bank Ltd.(1950) ILJ 921 2. D.k. Yadav v/s J.M.A. Industries.(1993) 3 SCC 258 3. Tata Memorial Hospital workers union v/s Tata Memorial Centre and another.(2010) IV ILJ 830 (SC) 4. Delhi Transport Corporation v/s DTC Mazdoor Congress. (AIR 1991 SC 101)	
1.8	Practical Application 1. Debate 2. Group Discussion 3. PPT	
2	Constitution of India and Labour Law.	25% (4)
2.1	Preamble and Labour Laws.	
2.2	Labour Legislations and constitutional provisions Fundamental Rights, equality before law.	
2.3	Equal pay for equal work.	
2.4	Article 16 and Reservation Policies.	
2.5	Directive Principal of State policy and Labour Laws Artical - 38, 39,41,42,43 and 43-A.	
2.6	Case Study 1. Air India v/s Nargesh Meerza.AIR 1981 SC 1829 2. Randhir singh v/s Union of India.AIR 1982 SC 879 3. M.C.Mehta v/s state of Tamil Nadu.(1991) 1 SCC 283 4. Vishaka v/s state of Rajesthan., AIR 1997 SC 3011	
2.7	Practical Application 1. Visit small Industry 2. Group Discussion 3. PPT	



3	The code on wages - 2019.	25% (4)
3.1	Introduction to code on wages (sec. 1 to 4)	
3.2	Minimum wages (sec. 5 to 14)	
3.3	Payment of wages (sec. 15 to 25)	
3.4	Payment of Bonus (sec.26 to 41)	
3.5	Advisory board (sec. 42)	
3.6	Payment of Dues, Claim and Audit (sec. 43 to 50)	
3.7	Inspector - cum - Facilitator (sec.51)	
3.8	Offences and Penalties (sec. 52 to 56)	
3.9	Miscellaneous (sec. 57 to 69)	
3.10	Case study 1. Agarwala P.C v/s Payment of wages Inspectors, M.P & others. 2005 III LLJ 1077 (SC) 2. Kamani metals and Alloys v/s Their workmen, AIR 1967 SC 1175 3. S. Krishnamurthy v/s Presiding officer, central government Labour court Madras. (1986) I LLJ 133 (SC) 4. State of M.P and another v/s Pramod Bhartiya and others.	25% (4)
3.11	Practical Application 1. Debate 2. PPT 3. Group Discussion	
4	The Industrial Relations Code, 2020	25% (4)
4.1	Introduction to industrial Relations code (sec. 1 to 4)	
4.2	Trade unions (sec. 5 to 27)	
4.3	Standing orders (sec. 28 to 39)	
4.4	Notice of change (sec. 40, 41, 42)	
4.5	Mechanism for Resolution of industrial Disputes (sec. 43 to 61)	
4.6	Strike and lock -out (sec - 62, 63, 64)	
4.7	Lay - off, Retrenchment and Closure (sec. 65 to 76)	
4.8	Special Provision relating to Lay-off, Retrenchment and closure in certain establishments (sec.77 to 82)	
4.9	Worker Re - skilling fund, unfair Labour Practices (sec. 83 & 84)	
4.10	Offences and Penalties (sec. 85 to 89)	
4.11	Miscellaneous (sec. 90 to 104)	
4.12	Case study 1. Indian Oxygen Ltd v/s Their Workmen. AIR 1969 SC 306 2. Vijaya Bank v/s Shyamal kumar Lodh.(2010) IV LLJ 184 (SC) 3. Tata Memorial Hospital workers union v/s Tata memorial centre and another.(2010) IV ILJ 830 (SC) 4. Goverdhan Prasad v/s The Management of M/S Indian Oxygen Ltd.(1984) II LLJ 26 (SC)	



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4.13	Practical Application 1. Debate 2. PPT 3. Group discussion	
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Suggested References

1. New Labour & Industrial Law Bar Act.
2. Dr. Bhagyashree A. Deshpande
3. Misra s.N. Labour and Industrial Laws.
4. Singh VB Industrial Labour Law in India.

ONLINE REFERENCE

1. www.lexisnexis.co.in
2. <http://www.lawfarm.in>
3. www.legalserviceindia.com

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