

2023 CBCS Pattern Fifth Year B.A., LL.B. Semester – X, Fifth Year B.B.A., LL.B. Semester - X Third Year LL.B. Semester - VI LABOUR LAWS (LCC 1001) (As Amended in June 2026)	
Credits: 4 Credits	
Medium of Instruction: English	Course Duration: One Semester
Course aims: This course aims to introduce students to the four new labour codes enacted by Parliament in 2019-20, and brought into force in November 2025. Students will be acquainted with the most important provisions from these codes, relating to wage payment, social security measures, health, safety and working conditions, and settlement of industrial disputes. Besides the four national codes, the students will also study the legal framework in Maharashtra concerning trade unions and unfair labour practices. By the end of the course, students will have a comprehensive understanding of the new labour codes and how they differ from the old legislations.	
Teaching Scheme: ➤ Lecture method ➤ Cooperative Teaching ➤ Classroom presentation ➤ Group Discussion ➤ Visits to government Labour offices and Industrial units ➤ Interaction with HR professionals	Continuous Evaluation Scheme: Total internal Marks: 30 Marks University End Semester Examination: 70 Marks ➤ As per the SPPU, CBCS Syllabus of Law Course Remedial Classes:
Objectives: 1. Provide an overview of the historical development of labour laws in India. 2. Explain the constitutional provisions on labour protection and socio-economic welfare. 3. Highlight the major differences between the new labour codes and the old legislations. 4. Understand the general provisions relating to wage payment, social security measures, health, safety and working conditions, settlement of industrial disputes, recognition of trade unions and unfair labour practices. 5. Understand the special protections that have been introduced for the benefit of women, children, gig workers, migrant workers, contract labourers and other vulnerable sections. 6. Familiarize students with the relevant governmental authorities involved in industrial regulation and labour protection in India.	
Outcomes: ● Students will be acquainted with the progressive evolution of India's labour laws. ● Students will be able to recognize the fundamental rights and directive principles that the labour laws are intended to protect and achieve. ● Students will be able to identify the major changes between the new and old labour laws, and the practical implications of the same. ● Students will be able to understand the major provisions of the four new labour codes, and apply them to real-world cases that may come before them. ● Students will be equipped to identify and approach the relevant governmental authorities in different labour-related issues. ● Students will be aware of their own and other rights as workers, and will be able to file petitions to secure the basic dignity and security of workers.	

Detailed Syllabus	
Module	Description
Module 01	Introduction to Labour Laws and Constitutional Provisions 1. Historical evolution of labour legislation before and after independence, and the 2020 labour reforms. 2. Need for the new Labour Codes 3. Constitutional Provisions – Fundamental Rights, Directive Principles of State Policy, Legislative relations between the Center and State with respect to labour legislations. 4. Comparative overview of the old labour legislations with the new Labour Codes
Module 02	Code on Wages, 2019 1. Aims and Objectives, Scope and Applicability, and Basic definitions under the Code on Wages, 2019. 2. Concepts of Living wage, Fair wage, Minimum wage and National floor wage. Fixation and revision process of wage. 3. Provisions related to wage deductions, recovery, overtime, working hours, equal remuneration, gender equality, and bonus provisions. 4. Employer obligations, registers, compliance reporting, Inspector-cum-Facilitator, claims, appeals, offences, and penalties.
Module 03	Code on Social Security, 2020 1. Concept of social security, Objectives of social security, and the Constitutional provisions on social security in India. 2. Scope and Applicability of the code, Basic definitions, Gig workers, Platform workers and Unorganised workers. 3. Provident fund, pension, insurance schemes, gratuity, ESI benefits, maternity benefits, and other welfare schemes. 4. Registration, portability of benefits, digital governance, aggregator contributions, and emerging challenges for start-ups, contractors, and the gig economy.
Module 04	Industrial Relations Code, 2020 1. Historical development of industrial relations in India under the Industrial Disputes Act 1947. 2. Scope and Objectives, Basic definitions, and legal framework of the Industrial Relations Code, 2020. 3. Provisions related to Trade Unions and Collective Bargaining. 4. Industrial Disputes and Statutory authorities for resolution of industrial disputes. 5. Provisions related to strikes, lockouts, retrenchment, closure, compensation, and recovery of dues.
Module 05	Occupational Safety, Health and Working Conditions Code, 2020 1. Evolution, objectives, scope and Basic definitions under the Occupational Safety, Health and Working Conditions Code, 2020. 2. Role of National and State Occupational Safety and Health Advisory Boards, Duties of employers and employees, Welfare provisions and Social security fund. 3. Health, Safety and Working Conditions. Hours of work and Annual leave with wages.

	4. Employment of women and children, Regulation of contract labour, Protection of migrant workers, Special provisions relating to Factories. 5. Compliances through Inspector-cum-Facilitator, Offences and Penalties.
Module 06	Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 1. Aims, objectives and applicability of the act 2. Process of recognition of trade union 3. Rights and duties of recognized trade union and other trade union 4. Unfair labour practices
Additional Readings: 1. V.G. Goswami, Labour and Industrial Laws, Central Law Agency. 2. H.L. Kumar, Law Relating to Disciplinary Proceedings in Industries, Universal Publishing Co. Pvt. Ltd. 3. P.K. Padhi, Labour and Industrial Law, Fourth Edition 4. Aiyer & Aiyer, Commentary on the Employees Compensation Act, Universal Law Publishing. 5. O.P. Malhotra's, The Law of Industrial Disputes, Lexis Nexis. 6. Meenu Paul, Labour and Industrial Law, Allahabad Law Agency, 10th Edition 2017, Reprinted 2022 7. S.N. Mishra, <i>Labour and Industrial Laws</i>, Central Law Publications. 8. P.L. Malik, <i>Handbook of Labour and Industrial Law</i>, Eastern Book Company. 9. Avtar Singh and Harpreet Kaur, <i>Introduction to Labour and Industrial Law</i>, LexisNexis 10. S.N. Mishra, <i>Labour and Industrial Laws</i>, Central Law Publications. 11. P.L. Malik, <i>Handbook of Labour and Industrial Law</i>, Eastern Book Company. 12. G.M. Kothari, <i>How to Conduct and Defend Disciplinary Inquiry and Cases</i>, Eastern Book Company 13. S.K. Puri, <i>Labour and Industrial Law</i>, Allahabad Law Agency, Universal Labour & Industrial Laws Edition 2024 14. S.P. Jain, <i>Industrial and Labour Laws</i>, Dhanpat Rai & Co.	
Any other information: 1. The topics, cases and suggested readings given above are not exhaustive. 2. Teachers of the Course shall be at liberty to add the case/suggested readings. 3. Students are required to study/refer to the legislation as amended from time to time, and consult the latest editions of books on this course.	