

## **BA.LLB (HONS) – IV-SEMESTER**

### **LABOUR LAW-I**

#### **COURSE CODE:**

**Objectives:** Labour reforms are inevitable in the modern world with changing needs. The main objective of the Course is to deal with The Industrial Relations Code, 2020 and The Code on Wages, 2019

#### **Course Outcomes:**

1. To expose the students to the basic knowledge on history of labour laws and importance of the labour laws.
2. To make the students explore in knowledge of trade unions.
3. To familiarize the students with key concept of weapons in the hands of employer and employee.
4. To explain the students about the adjudicating provisions.
5. To acquaint the students with analyzation of various stages in the wages.

**Unit-I:** Introduction to Labour Codes-history, object and importance and reasons for coding new laws; Second national commission recommendations, list of repealed acts, important definitions in the act, Bi-partite forums.

**Unit-II:** Trade unions, Registration and recognition of trade unions, standing orders, governance of trade unions, mechanism for resolution of industrial disputes, mediation, arbitration, conciliation, tribunals. Provisions related to lay-off, retrenchment and closure. Prohibition of lay-off, Conditions precedent to retrenchment of workers, procedure for closure, unfair labour practices offences and penalties and Miscellaneous

**Unit-III:** The Industrial Relations Code, 2020- An Act to consolidate and amend the laws relating to Trade Unions, conditions of employment in industrial establishment

**Unit-IV: :** The Minimum Wages Act, 1948 and Payment of Wages Act,1936: The Concept of wages, Fixation of Minimum Wages, Authorities, Concept of payment of wages, Deductions under Payment of Wages Act., The Payment of Bonus Act, 1965, and The Equal Remuneration Act, 1976.

**Unit-V:** The Code on Wages, 2019, minimum wages, payment of wages, payment of bonus, Advisory board, facilitator, dues, claims, offences and penalties, miscellaneous.

#### **Text Books:**

1. Taxmann's New Labour & Industrial Laws – With Comparative Study, Charts & Tables of New and Old Labour Laws, Taxmann Publication, 2020
2. New Labour & Industrial Laws Codes 2021, Young Global Publication, 2021
3. New Labour & Industrial Code along with Draft Rules, Commercial Law Publishers, 2021
4. <https://labour.gov.in/labour-codes>

