

Labour & Industrial Law – II

7th Semester BA LL.B/BBA LL.B(Hons) and BBA LL.B (Non Honours)

Course Code 7.3

6th Semester LL.B (Honours/Non Honours)

Course Code 6.1

Course Objective:

1. The course aims at acquainting students with the necessity of health, safety and working conditions of workers and the duties of employers as well as employees in ensuring it.
2. It aims to discuss the various dimensions of occupational health and safety by analysing its application in Contract Labour, Mines, Factories and Plantation.
3. It further seeks to explain the meaning of social security with specific reference to law relating to provident fund, state insurance, gratuity and employee's compensation.
4. It also aims to acquaint the students regarding various forms of works like unorganized and in gig platform.
5. It seeks to explain the objectives and mandates of the law relating to Assam Shops and Establishments Act 2022.

Course Outcome: On completion of the course the students are expected to understand the relevance and importance of the Occupational Safety, Health and Working Condition of workers as well as the necessity of social security and legal safeguards for them. The students will also be able to evaluate the efficacy of social security and welfare schemes in protecting workers' rights and encouraging well-being. They shall also be able to understand the legislative framework for shops and establishments in Assam and its legal importance in the changing social dynamics.

End Semester -80

Internal Assessment -20

Total Marks: 100

For End Semester Each Unit will be of 16 Marks

Unit 1: The Occupational Safety, Health and Working Condition Code, 2020 – I

- 1.1: Legislative History, Definitions, Registration & Duties of employer and employees
- 1.2: Occupational Safety and Health; Health, Safety and Working Conditions
- 1.3: Hours of Work and Annual Leave with wages
- 1.4: Welfare & Maintenance of Register, Records and Returns

Unit 2: The Occupational Safety, Health and Working Condition Code, 2020 – II

- 2.1: Medical Officer & Special provision relating to employment of women
- 2.2: Special provisions for Contract Labour & Mines
- 2.3: Special provisions for Factories & Plantation
- 2.4: Offences & Penalties and Social Security Fund

Unit 3: The Code on Social Security, 2020 – I

3.1: Social Security – its meaning and necessity, Definitions and Registration & Cancellation of establishment

3.2: Social Security Organisations

3.3: Employees Provident Fund

3.4: Employees State Insurance Corporation

Unit 4: The Code on Social Security, 2020 – II

4.1: Provisions relating to Gratuity

4.2: Employees' Compensation

4.3: Social Security for Unorganised Workers, Gig Workers and Platform Workers

4.4: Authorities, Assessment, Compliance & Recovery and Offences & Penalties

Unit 5: The Assam Shops and Establishment Act, 2022

5.1: Introduction & Definitions

5.2: Registration of shops and establishments, opening and closing hours

5.3: Duties of employers, Facilitators and their powers and functions

5.4: Leave with pay, payment of wages & welfare provisions

Recommended Books:

1. G.M. Kothari, A Study of Industrial Law, Wadhwa & Co., Nagpur
2. P.L.Malik, Handbook of Labour & Industrial Law, Eastern Book Company
3. S.C.Srivastava, Industrial Relation and Labour Law, Vikash Publishing House, New Delhi
4. S.N. Mishra, Labour and Industrial Laws, Central Law Publications
5. V.G. Goswami, Labour and Industrial Laws, Central Law Agency
6. C. K. Saji Narayan, The Occupational Safety, Health & Working Condition Code, 2020, Oakbridge
7. C. K. Saji Narayan, The Code on Social Security, 2020, Oakbridge.
8. Kharbanda & Kharbanda, New Industrial & Labour Codes, Law Publication House, 2026
9. Bare Act on New Industrial and Labour Codes, Whitesman Publishing, 2026
10. Bare Act on New Labour Codes, Law & Justice Publishing Co., 2026
11. Bare Act on The Assam Shops and Establishment Act, 2022.

Relevant Judicial Pronouncements:**UNIT 1**

- i. P. Trivikrama Prasad v. State of Andhra Pradesh
2016 SCC OnLine Hyd 528
- ii. Union of India v. Heavy Vehicles Factory Employees' Union
2026 INSC 74

UNIT 2

- i. Garner & Well (India) Ltd. v. Collector of Central Excise, Baroda
(1995) II LLJ 648 (SC)
- ii. G.M., O.N.G.C., Silchar v. O.N.G.C. Contractual Workers Union
(2008) I LLJ 1071 (SC)
- iii. Workmen of Nilgiri Cooperative Marketing Society Ltd. v. State of Tamil Nadu
(2004) 3 SCC 514 (SC).

UNIT 3

- i. Mohan Singh and others v. Chairman Railway Board & others
(2015) LLJ 513 (SC)
- ii. The Regional Provident Fund Commissioner (II) West Bengal v. Vivekananda
Vidyamandir and Others
(2019) 161 FLR 139

UNIT 4

- i. Western Coal Fields Ltd. v. Manohar Govinda Fulzele
2025 SCC Online SC 345
- ii. The Indian Federation of App Based Transport Workers (IFAT) v Union of India
WP (C) 1068/2021

UNIT 5

- i. Management of Bata India Ltd. v. State of Assam
(2007) III LLJ 36 GAU
- ii. Kaushik Baruah v. State of Assam and Another
2023 SCC Online Gau 253