

**Labour & Industrial Law – I****6<sup>th</sup> Semester BA LL.B/BBA LL.B(Honours) and BBA LL.B (Non- Honours)****Course Code 6.3****5<sup>th</sup> Semester LL.B (Honours/Non-Honours)****Course Code 5.1****Course Objective:**

1. The course aims at acquainting students with the historical development of labour legislations in India that presently aligns the labour ecosystem with the evolving global perceptions.
2. It aims to discuss the applicability of the Industrial Relations Code to situations involving strikes, layoffs, retrenchment, employer-employee relations, and the authorities entrusted with settling the industrial disputes.
3. It further seeks to explain the Industrial Relations Code with specific reference to law relating to registered trade union and conditions of employment & standing orders.
4. It also aims to acquaint the students with permissible deductions of wages as well as the concept of floor wages and minimum wages.
5. It also seeks to discuss the law relating to calculation of bonus, the eligibility, disqualification for bonus and the law relating to gender parity in wages.

**Course Outcome:** On completion of the course the students are expected to understand the distinctions and importance of industrial jurisprudence and its dynamics in each unit. The students will understand the evolution of labour legislations and its transition in to the Codes. They will know the different mechanisms put in place for settlement of industrial dispute, the conditions for registration of trade union and its rights, liabilities and immunities as well as the concept of standing orders. The students shall also be able to evaluate the necessity of the uniform definition of wages and the concept of minimum wages, bonus and the need of prohibition of gender discrimination in employment.

**End Semester -80****Internal Assessment -20****Total Marks: 100****Each Unit will be 16 Marks For End Semester****Unit 1: Introduction**

- 1.1: Historical evolution and development of labour laws in India.
- 1.2: Contemporary labour challenges & Patterns of labour exploitation.
- 1.3: Labour policy and growth of labour legislation in India.
- 1.4: International Labour Organisation and Labour Welfare.

**Unit 2: The Industrial Relations Code, 2020 – I**

2.1: Historical background, objectives and scope of the Industrial Relations Code, 2020 and its Definition Clause.

2.2: Bi- Partite Forums & Mechanism for resolution of Industrial Disputes.

2.3: Strikes, Lock-outs, Lay-off, Retrenchment and Closure.

2.4: Unfair Labour Practices and Offences & Penalties.

**Unit 3: The Industrial Relations Code, 2020 – II**

3.1: Trade Unions – History & development of Trade Union Laws, Definitions, Registration of trade union and its cancellation.

3.2: Trade Unions – Rights, immunities, dissolution of registered trade union, Recognition of Negotiating Union, Negotiating Councils and Trade Unions.

3.3: Standing Orders – Concept & Nature of standing orders, Definitions, Making of model standing orders by Central Government, Preparation of draft Standing Order by employer & Process of certification - its conditions, procedure and appeals.

3.4: Standing Orders – Certifying officer & Appellate Authority, Date of operation, Register, duration and modification of standing orders.

**Unit 4: The Code on Wages, 2019 – I**

4.1: Minimum Wages – Historical background and salient features of the Code on Wages, 2019 & Definition Clause, Section 3 & 4.

4.2: Minimum Wages – Payment, Fixation, Components and Procedure for fixing and revising minimum wages, floor wage, fixing hours of work, Statutory conditions of wages for employee who works for less than normal working day, two or more classes of work and overtime.

4.3: Payment of Wages – Mode, fixation & time limit for payment of wages, fines.

4.4: Payment of Wages – Deduction from wages, deduction for absence of duty, for damages or loss, for services rendered, for recovery of advances and for recovery of loans.

**Unit 5: The Code on Wages, 2019 – II**

5.1: Payment of Bonus – Evolution and Scope, Definitions, Provisions regarding certain establishments, Eligibility, Disqualification & Time limit for bonus.

5.2: Payment of Bonus – Proportionate reduction in bonus, Computation of number of working days, Computation of gross profits & available surplus.

5.3: Composition and duties of Advisory Boards & Inspector cum facilitator.

5.4: Offences & Penalties.

### **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 law relating to Code on Wages, 2019, Oakbridge
7. C. K. Saji Narayan, The law relating to Industrial Relation Code, 2020, Oakbridge
8. Kharbanda & Kharbanda, New Industrial & Labour Codes, Law Publication House
9. Bare Act on New Industrial and Labour Codes, Whitesman Publishing, 2026
10. Bare Act on New Labour Codes, Law & Justice Publishing Co., 2026

### **Relevant Cases:**

#### **Unit 1**

- i. D.S.Nakara v. Union of India, AIR 1983 SC 130
- ii. Bandhua Mukti Morcha v. Union of India, AIR 1984 SC 802
- iii. State of Kerala v. Ranjith Kumar, (2008) 12 SCC 219
- iv. Anita Kushwaha v. Pushap Sudan, AIR 2016 SC 3506

#### **Unit 2**

- i. Tata Memorial Hospital Workers Union v. Tata Memorial Centre & another (2010) IV ILJ 830 (SC)
- ii. State of Bombay v. Bombay Hospital Mazdoor Sabha, AIR 1960 SC 610
- iii. Bangalore Water Supply v. A. Rajappa, AIR 1978 SC 548
- iv. State of Rajasthan v. Ganeshi Lal, 2008 I LLJ 670 (SC)

#### **Unit 3**

- i. Bokajan Cement Corp. Employees Union v. Cement Corp. of India Ltd. (2004) I LLJ 197 (SC)
- ii. Chairman, SBI v. All Orissa State Bank Officers Association & others (2005) II LLJ 562 (SC)
- iii. U.P.S.E. Board v. Hari Shanker, AIR 1979 SC 65
- iv. Union of India vs K.Suri Babu, (2023) 15 SCR 1046

#### **Unit 4**

- i. State of Punjab v. Jagjit Singh, (2017) 1 SCC 148

- ii. Kamani Metals and Alloys v. Their Workman, AIR 1967 SC1175
- iii. Agarwala P.C. v. Payment of Wages Inspector, M.P. and others, 2005 III LLJ 1077 (SC)
- iv. M/S. New Consolidated Construction Co. Ltd. v. Nakula Biswal & Others  
2025 Supreme(Online)(Ori) 6554

**Unit 5**

- i. The Management of Worth Trust v. The Secretary, Worth Trust Workers Union  
(2025) 5 S.C.R. 360
- ii. H.P. State Electricity Board and Another v. Ranjeet Singh and Others, 2008 II LLJ 629 (SC)
- iii. A.P. Foods v. S. Samuel and others, 2006 III LLJ 18(SC)
- iv. Management of Godrej and Boyce Mfg. Co. Ltd. v. United Labour Federation, Bombay  
High Court, 2024 SCC OnLine Bom 819