



NEW LABOUR CODES OF INDIA

PROF. RAJU KD

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IIT Kharagpur

PRE-REQUISITES : Any Degree Holder

INTENDED AUDIENCE : Law students, MBA students, MHRM students, Humanities students.

INDUSTRY SUPPORT : All industries

COURSE OUTLINE :

The study of labour and industrial law envelops various aspects of industrial relations and labour welfare enactments made in the pre and post-independence era. The present Government is committed to the reform of labour legislation in the country as a part of doing ease of doing business and simplifying all social security legislations. The consolidation of all 29 laws into 4 Labour Codes made a new era of social security and Industrial Laws of the country. The Government wants these Codes to be implemented in all states of India uniformly. The present course is a detailed study of the new labor codes of India.

ABOUT INSTRUCTOR :

Prof. Raju K.D is presently Professor at Rajiv Gandhi School of Intellectual Property Law, Indian Institute of Technology, Kharagpur. His earlier assignments include Deputy Secretary, PHD Chamber of Commerce and Industry, New Delhi, Assistant Director and Lecturer at Amity Institute of Global Legal Education and Research, New Delhi. He worked with NGOs like Oxfam. His research career began with M.Phil studies at Jawaharlal Nehru University, New Delhi on International Law and further his doctoral studies at JNU. He has been awarded "Fulbright Scholarship by the United States Education Foundation in India (USEFI) for completing his doctoral studies at the University of Illinois, Urbana Champagne, United States. He has been awarded with the Microsoft Outstanding Young Faculty Award in 2011.

COURSE PLAN:

Week 1:

1. Introduction
2. Government Policies
3. History of Labour Laws in the Country
4. History: Previous Social Legislations in India (Cont...)
5. National Labour Commission Reports

Week 2:

6. Evolution of Trade Unions in India
7. Constitutional Freedom to Form Association and Unions
8. International Labour Organization on Trade Unions
9. Trade Union – Definition, Registration, Cancellation, Management of Funds
10. Trade Union – Recognition, Immunities

Week 3:

11. Industrial Dispute – Introduction, Definitions
12. Resolution of Industrial Disputes
13. Concept of Workmen, Contract of service, Contract for service
14. Strike
15. Lock-out

Week 4:

16. Lay-Off
17. Retrenchment
18. Closure of Undertakings
19. Industrial Employment (Standing Orders)
20. Disciplinary Action and Procedures

Week 5:

21. The Code on Wages 2019 – An Introduction
22. Minimum Wages, Floor Wages, Central and State Advisory Board
23. Payment of Wages, Deductions & Recovery, Fines
24. Equal Remuneration
25. Bonus

Week 6:

26. C131: Minimum Wage Fixing Convention, 1970
27. C026: Minimum Wage – Fixing Machinery Convention, 1928; C099: Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
28. C095: Protection of Wages Convention, 1949
29. C100: Equal Remuneration Convention, 1951: International Instruments on Equality of Pay
30. C173: Protection of Workers' Claims (Employer's Insolvency) Convention, 1992; C111: Discrimination (Employment and Occupation) Convention, 1992

Week 7:

31. Code on Social Security, 2020 – Introduction
32. Definitions under Social Security Code, 2020
33. Social Security Organizations (SSO)
34. Employee's Compensation and Benefits
35. The Concept of arising out of and in the course of employment

Week 8:

36. Employees State Insurance
37. Different Benefits under the ESI Scheme
38. Employee's Provident Fund
39. Gratuity
40. Maternity Benefit

Week 9:

41. Social Security in case of Building and other Construction Workers
42. Social Security for Unorganized sector and Platform workers
43. Bonded Labour System Abolition and Regulation
44. Child Labour Prohibition
45. Plantation Labour

Week 10:

46. Occupational Safety, Health and Working Conditions Code, 2020 – Introduction, Definitions
47. Occupational Safety and Health
48. Health Safety and Working Conditions, Welfare Provisions
49. Regulation of Working Hours and the Concept of Decent Work
50. Duties of Employer and Employees, Special Provisions relating to Employment of Women, Hours of Works, Annual Leave with Wages, Maintenance of Registers

Week 11:

51. The Meaning of Factory, Manufacturing Process, Approval and Licensing of Factories
52. Role of Inspector-cum-facilitator and Other Authorities
53. Social Security Fund, Offences and Penalties
54. Contract Labour and Proposed ILO Convention
55. Inter-State Migrant Workers

Week 12:

56. Mines Workers
57. Beedi and Cigar Workers (Kerala & West Bengal Legislations)
58. Audio-Visual workers, Cine-workers and Dock workers
59. The Effective Abolition of Child Labour (ILO: C029, C105, C138 & C182)
60. The Governance Convention of ILO Labour Standards