



جامعہ ملیہ اسلامیہ
जामिया मिल्लिया इस्लामिया

Jamia Millia Islamia
A Central University
(NAAC Accredited 'A' Grade)

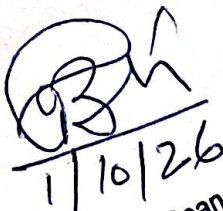
POST-GRADUATE DIPLOMA IN LABOUR LAW

COURSE CONTENT

S.no	Course Title	Course Code	MM
1.	Industrial Relations and The Law (Paper-I)	PGDLL-01	100
2.	Labour Welfare Legislations & Industrial Sociology (Paper-II)	PGDLL-02	100
3.	Wages and Social Security Legislation (Paper-III)	PGDLL-03	100
4.	Labour Jurisprudence & International Labour Organisation (Paper-IV)	PGDLL-04	100
5.	Labour Economics and Organized and Unorganized Labour (Paper-V)	PGDLL-05	100
6.	Personnel Management and Industrial Psychology (Paper-VI)	PGDLL-06	100

Industrial visit may be arranged for students in case of need.

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1/10/26
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Paper – I

INDUSTRIAL RELATIONS AND THE LAW

- ❖ **Industrial Relations:** Genesis, Concept and Emerging Patterns; Parties to Industrial Relations. Transition from the Industrial Disputes Act, 1947, the Indian Trade Union Act, 1926, the Industrial Employment (Standing Orders) Act, 1946 to the Industrial Relations Code, 2020.
- ❖ **Trade Unions:** Concept, Growth and Structure, registration, recognition, rights and liabilities of Trade Unions. Role of Trade Union in Modern Industrial Society of India.
- ❖ **Standing Orders:** Scope, Certification and Relevance in light of the Industrial Relations Code, 2020.
- ❖ **Industrial Disputes and Collective Action:** Definitions - Industry, Workman & Industrial Dispute; Concept of Collective Bargaining. Meaning; Nature and Scope - Strike and Lock Out: Definitions, law, limitations and Consequences.
- ❖ **Workforce Adjustment, Welfare & Accountability:** Lay-off, retrenchment and closure: General provisions and special provisions for establishments employing 300 or more workers. Worker Re-skilling Fund: objectives and implementation. Unfair labour practices by employers and workers/trade unions. Offences, penalties, cognizance, offences by companies.

❖ Suggested Readings:

- (a) Taxman's New Labour Code, 2026.
- (b) The Industrial Relations Code, 2020.
- (c) The Law Relating to Industrial Relations Code, 2020, Saji Narayanan C K, Oak Bridge, 2026.

Leading Cases:

- (i) *R.S.Ruikar v. Emperor* A.I.R.1935Nag.149
- (ii) *Jay Engineering Work Ltd. v. State of West Bengal* A.I.R.1968Cal406
- (iii) *Rohtas Industries Ltd. v. Rohtas Industries Staff Union* A.I.R.1997S.C.425
- (iv) *L.I.C. of India v. D.T. Bahadur* 1981 I.L.L.J.I.(S.C.)
- (v) *Balmer Lawrie Worker Union Bombay v. Balmer Lawrie & Co. Ltd.* 1984 I.L.L.J.314 (S.C.)
- (vi) *Bangalore Water Supply and Sewerage Board v. A. Rajappa* A.I.R.1978S.C. 548

Paper-II

LABOUR WELFARE LEGISLATIONS AND INDUSTRIAL SOCIOLOGY

- ❖ **Labour Welfare:** Concept, Philosophy and Theories of Labour Welfare. Role and interaction of Trade Unions-Employers (Management) and the State in Labour Welfare.
- ❖ **Code on Occupational Safety, Health & Working Conditions, 2020:** Concept and Scope of OSH. Registration of establishments. Duties of employers and employees. Safety management and preventive approach. Working Conditions: Health, Safety and Welfare Provisions and Hours of work and annual leave with wages.
- ❖ **Vulnerable Workers, Special Sectors & Enforcement under OSHWC** • Special provisions relating to: Women workers, Contract labour, Inter-state migrant workers, Audio-visual workers. Sector-specific regulations: Mines, Factories, Plantations, Beedi & cigar workers, Building & construction workers. Inspectors-cum-Facilitators, registers and returns. Offences, penalties, Social Security Fund and miscellaneous provisions.
- ❖ **Industrial Sociology:** Meaning, Scope and Development-Industrialization and Social Change- Social Problems of Industrial Relations.

❖ Suggested Readings:

- (a) Taxman's New Labour Code, 2026.
- (a) The Code on Occupational Safety, Health & Working Conditions, 2020.
- (b) The Law relating to Occupational Safety, Health and Working Conditions Code, 2020, Saji Narayanan C K, Oak Bridge, 2026.

Leading Cases:

- (i) *Alembic Chemical Works v. The Workmen*, A.I.R.1961, S.C.647
- (ii) *V.P. Gopal Rao v. Public Prosecutor A.P.* A.I.R. 1970S.C. 66
- (iii) *Labourers Working in Salal Hydro Project v.StateofJ.K.*A.I.R.1983S.C. 177
- (iv) *Rural Litigation and Entitlement Kendra Dehradun v. StateofU.P.*A.I.R.1985. S.C. 652
- (v) *WorkmenofF.C.I.v.F.C.I.*A.I.R.1985S.C.670

Paper-III

WAGES AND SOCIAL SECURITY LEGISLATIONS

- ❖ **Foundations of Labour Law:** Objectives and Philosophy of Labour Law. Constitutional Framework: Articles 14, 19, 21, 23, 24, 38, 39, 43, 43A. Evolution from Labour Legislations to New Labour Codes.
- ❖ **Code on Wages, 2019 – Core Concepts:** Concepts of Wages, Minimum wage, Floor wage and Living wage. Coverage, applicability and exclusions. Regulatory framework for fixation and Revision of Minimum Wages.
- ❖ **Code on Wages, 2019, Implementation and Enforcement:** Timely Payment of Wages and authorized deductions. Regulatory Framework for payment of Bonus. Payment of Dues and claims: Authority, procedure and Remedies. Records, returns and notices. Inspector cum Facilitator: Role, Powers and Philosophy. Offences, penalties and compounding. Central Advisory Board and State Advisory Boards.
- ❖ **Code on Social Security, 2020:** Meaning of Social Security, Social-Assistance and Social Insurance; Foundations of Social Security & Institutional Framework. Social security as a human and labour right.
- ❖ **Social Security Schemes & Inclusive Coverage:** Provident Fund and Employees' State insurance, Gratuity, Maternity Benefit and Employees' Compensation, Social security for: Unorganised workers, Gig workers and platform workers, Building and Other Construction Workers: Cess & welfare.

Suggested Readings:

- (a) Taxman's New Labour Code, 2026.
- (b) The Code on Wages, 2019.
- (c) The Code on Social Security, 2020.
- (d) The Law relating to Code on Wages, 2019, Saji Narayanan C K, Oak Bridge, 2026.
- (e) The Law relating to Code on Social Security, 2020, Saji Narayanan C K, Oak Bridge, 2026.

Leading Cases:

- (i) *B.E.S.T. Undertaking Bombay v. Mrs. Agens* A.I.R. 1964 S.C. 193
- (ii) *Royal Talkies Hyderabad v. E.S.I. Corporation* F.J.R. 1978 S.C. 19
- (iii) *Air India v. Nargesh Meerza* A.I.R. 1981 S.C. 1830

Paper-IV

LABOUR JURISPRUDENCE & INTERNATIONAL LABOUR ORGANISATION (ILO)

- ❖ **International Labour Organization:** Genesis, Development and Dimensions-Aims and Objectives-Organs of the International Labour Organization-ILO Legislative Procedure, Conventions, Recommendation-ILO Standard and Indian Ratification-ILO Conventions and Indian Labour Legislation with Special Reference to Labour Welfare Social Security, Human Rights and Social Justice
- ❖ **Labour Jurisprudence:** Concept & Growth of Labour Jurisprudence-Concept of Labour and Social & Natural Justice-Theory of Social Engineering and its Implementation through Labour Laws.
- ❖ **Constitutional Philosophy & Labour Welfare Scheme:** Constitution of India and Labour, Inter-relationship, Its Impact to Impart Justice to Weaker Sections, Children and Women
- ❖ **Social Justice and Labour Laws:** Labour Law and Public Interest Litigation, Legal Services Programme, Environmental Pollution and Human Rights Justice through Labour Laws
- ❖ **Social Impact Assessment:** Environmental Pollution Law & Procedure-The Environment Impact Assessment Notification, 2006- Regulation of Hazardous Industries: Legal and Institutional Framework; The National Green Tribunal Act 2010: Environmental Dispute Resolution and Machinery; The Public Liability Insurance Act, 1991: Need, Object, Aims & Scope-Compensation and Relief

Leadings Cases:

- (i) *Som Prakash v. Union of India* A.I.R.1981S.C. 212(PF& Gratuity Case)
- (ii) *Bandhua Mukti Morcha v. Union of India* A.I.R.1984S.C.802(Bonded Labour & Child Labour (R&A))
- (iii) *People's Union for Democratic Rights & Others v Union of India*, 1982IIL.L.J.454 (S.C.) ISMW Act & Child Labour (R&A) Case
- (iv) *National Textiles Workers Union v Ram Krishna* A.I.R.1983S.C. 759
- (v) *Excel Wear v. Union of India* 1978, L.C.J.527(S.C.)25(0) Industrial Dispute Act Case


11/07/26
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Paper-V

LABOUR ECONOMICS AND ORGANIZED AND UN-ORGANIZED LABOUR

- ❖ **Labour Force in Organized and Unorganized Sector:** Sources, Composition, Characteristics-Employment, Unemployment and Underemployment: Conceptual and Development Aspects; Unorganized Labour: Magnitude, Problems and Public Policy on Unorganized Labour.
- ❖ **Labour Legislations I:** The law relating to the Inter-State Migrant Worker. Transition from The Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979 to the Code on Occupational Safety, Health & Working Conditions, 2020.
- ❖ **Labour Legislations II:** The Bonded Labour System (Abolition) Act, 1976: Aims, Object and Scope-Bonded Labour-Indian and International Scenario-Abolition of Bonded Labour Implementation Authorities-Vigilance Committee-Offences and Procedure for Trail.
- ❖ **Employment Guarantee Scheme:** Integrated Rural Development Programmes and Labour; Labour in Five-Year Plans-MNREGA.
- ❖ **Industrial Policy Resolutions and Development in Private and Public Sector:** Industrial Development- Heavy, Large, Small- Scale; Cottage Industries, Location, Finance, Planning and Problems.

Suggested Readings

- a) Taxman's New Labour Code, 2026.
- b) The Code on Occupational Safety, Health & Working Conditions, 2020.
- c) The Bonded Labour System (Abolition) Act, 1976


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Paper-VI

PERSONNELMANAGEMENTANDINDUSTRIAL PSYCHOLOGY

- ❖ **Personnel Management:** Concept, Definition, Scope and Purpose-Evolution and Schools of Management Thoughts-System Approach and Contingency Approach-Managerial Skills and Roles
- ❖ **Personnel Policies:** Man-Power Planning, Recruitment, Selection and Training, Induction, Job Placement including Worker's Education-Job Analysis and Evaluation and Performance Appraisal
- ❖ **Role and Functions of Personnel Manager:** Management of Discipline, Domestic Enquiry and Grievance Procedure; Scientific and Technical Advance *vis-a-vis* Personnel Management.
- ❖ **Industrial Psychology:** Nature, Scope and Functions; Motivation and Moral, Leadership Styles & Dynamics; Psychology of Attitudes-Hawthorne Experiment and their relevance in India
- ❖ **Individual Behaviour in Formal Groups:** Interpersonal and Inter-Group Relationship in Organization and their Impact on Organization

Leading Cases:

- (i) *North Brook Jute Co. Ltd v. Their Workmen* A.I.R.1960
- (ii) *Monogram Mills Ltd. v. State of Gujarat* 1976IIL.L.J.174. (S.C.)
- (iii) *Workmen of Williammson Magor &Co. Ltd. v. Williamson Magor & Co.Ltd.*1982. L.L.J.83(S.C.)


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