

TEZPUR LAW COLLEGE

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তেজপুৰ আইন মহাবিদ্যালয়

স্থাপিত : ১৯৭২
তেজপুৰ-৭৮৪০০১, শোণিতপুৰ, অসম
দূৰভাষ : ০৩৭১২ - ২২৫৯১২ (কা)
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NOTICE FOR LL.B. 6th & BA, LL.B. 10th SEMESTER

It is for general information of the students of LL.B. 6th Semester & BA, LL.B. 10th Semester of the College that as per the decision of the CCS Meeting held on 12.02.2026, the Syllabus of the Subject **“Labour and Industrial Law -II”** with paper code- 6.1 & 10.1 respectively has been revised and it is **to be implemented with immediate effect**. So, students are asked to follow the revised syllabus for this particular paper.

The revised syllabus of Labour and Industrial Law – II is attached herewith for your ready reference. Hardcopy of the same is available in the library of the College.

Dr. Dulumoni Nath
Principal i/c **Tezpur Law College**

Tezpur Law College

Enclosure – Revised syllabus of Labour and industrial Law – II is enclosed with the notice.

Copy to –

1. College Website
2. Notice Board
3. Concerned subject teachers for information and implementation
4. Office file

SEMESTER-VI
3yrs. LL.B.
Code: 6.1
(Credit:5)

SEMESTER-X
5yrs. LL.B.
Code: 10.1
(Credit:8)

Labour and Industrial Law-II

Full Marks: 100[80+20]

Pass marks: 45[36+9]

Time: 3 hours

Detailed Syllabus

Marks

Short Title, Preamble, Commencement, Definitions of Codes.

Unit1: The Industrial Relations Code, 2020

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- 1.1 Settlement Machinery
 - 1.1.1 Role of Conciliation Officers (S.43).
 - 1.1.2 Constitution and jurisdiction of Industrial Tribunals (S.44) and National Industrial Tribunals (S. 46).
- 1.2 Adjudication Procedure
 - 1.2.1 Powers of adjudicatory authorities (S. 49).
 - 1.2.2 Finality of awards, their communication and commencement (S.55).
 - 1.2.3 Restraints on Managerial Prerogatives
- 1.3 Power of Appropriate Government to refer disputes to the National Tribunal (S.54).
- 1.4 Strikes and Lockouts
 - 1.4.1 Prohibition of strikes and lockouts (S. 62)
 - 1.4.2 Provisions regarding illegal strikes/lockouts (S.63).

Unit2: The Code on Social Security, 2020

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- 2.1 Employer's Liability for compensation (S. 74).
- 2.2 Doctrine of "Notional Extension"-injury arising out of and in the course of employment (S. 34).
- 2.3 Occupational Diseases (S.36 & Third Schedule).
- 2.4 Permanent total disablement, permanent partial disablement, and temporary disablement [S. 2(55, 56, 83) & Fourth Schedule].
- 2.5 Principles for determination of compensation (S.76) and relevant factors (Sixth Schedule).
- 2.6 Social Security Organizations (S.4-5), Application of Provident Fund and Pension Schemes (S. 15-16), Employees State Insurance Corporation Benefits (S. 32).
- 2.7 Payment of gratuity (S.53), Continuous service (S.54).
- 2.8 Maternity Benefit -Prohibition of work (S.59), Right to payment of maternity benefit (S. 60), Medical bonus (S. 64), Creche facility (S. 67).

Unit3: Social Security for Unorganized, Gig and Platform Workers

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- 3.1 Framing of schemes for Unorganised workers (S.109) and Gig/Platform workers (S.114).
- 3.2 Procedure for registration of unorganised workers, gig and platform workers (S.113).
- 3.3 Aggregator's contribution to Social Security [S.114(4) & Seventh Schedule].
- 3.4 Establishment of Social Security Fund (S.141).

Unit4: The Occupational Safety, Health and Working Conditions Code, 2020

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- 4.1 Approval and Licensing of factories (S. 79), Special responsibility of occupier in hazardous processes (S. 84-85)
- 4.2 Health and Safety
 - 4.2.1 Duties of Employers (S. 6)
 - 4.2.2 Duties of Employees (S. 13).
- 4.3 Welfare facilities in the establishment (S. 24).
- 4.4 Weekly and compensatory holidays (S. 26), Extra wages for overtime (S. 27), Annual leave with wages (S. 32).

Unit5: The Occupational Safety, Health and Working Conditions Code, 2020

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- 5.1 Licensing of contractors (S. 47-48), Liability of principal employer for welfare facilities (S. 53).
- 5.2 Inter-State Migrant Workers: Facilities to inter-state migrant workers and Journey allowance (S. 60-61); Portability of benefits (S. 62).
- 5.3 Appointment and powers of Inspector-cum-Facilitator (S. 34-35).
- 5.4 Offences and Penalties: General penalty (S. 94); Compounding of offences (S. 114).

Referred Case:

1. *Gujarat Steel Tubes Ltd. v. Gujarat Steel Tubes Mazdoor Sabha*, AIR 1980 SC 1896.
2. *T.K. Rangarajan v. Government of Tamil Nadu* (2003).
3. *Saurashtra Salt Manufacturing Co. Vs. Bai Valu Raja*, AIR 1958 SC 881.
4. *Bandhua Mukti Morcha Vs. Union of India*, AIR 1984, SC 802.
5. *B.E.S.T. Undertaking v. Mrs. Agnes* (1964)
6. *National Federation of Indian Railwaymen v. Union of India*
7. *Lal Mohammad Vs. Indian Railway Construction Co. Ltd.*, (1999) 1 SCC 596.
8. *M.C. Mehta v. Union of India* (1986).
9. *Steel Authority of India Ltd. (SAIL) v. National Union Waterfront Workers*, AIR 2001 SC 3527.

Prescribed Legislations:

1. *The Industrial Relations Code, 2020* (Subsumes *Industrial Disputes Act*, *Trade Unions Act*, *Standing Orders Act*).
2. *The Code on Social Security, 2020* (Subsumes *Workmen's Compensation Act*, *EPF*, *ESI*, *Maternity Benefit*, *Gratuity Acts*).
3. *The Occupational Safety, Health and Working Conditions Code, 2020* (Subsumes *Factories Act*, *Contract Labour Act*, etc.).

Recommended Books:

1. Bhagyashree A. Deshpande, *Textbook on New Labour and Industrial Laws* (Central Law Publications, Allahabad, 2022).
2. Government of India, "The Gazette Notifications of Code on Wages, Industrial Relations Code, Social Security Code, and OSH Code" (2020).
3. S.C. Srivastava, *Industrial Relations and Labour Laws* (Vikas Publishing House, Noida, 10th edn., 2024).
4. Taxmann, *Guide to New Labour Codes* (Taxmann, New Delhi, 2021).
5. Taxmann, *New Labour Crimes (Commentary on 4 Codes)* (Taxmann, New Delhi, 2021).
6. V.G. Goswami, *Labour and Industrial Laws* (Central Law Agency, Allahabad, 11th edn., 2019).
7. Taxmann, *Guide to New Labour Codes* (Taxmann, New Delhi, 2021).
8. Taxmann, *New Labour Crimes (Commentary on 4 Codes)* (Taxmann, New Delhi, 2021).
9. V.G. Goswami, *Labour and Industrial Laws* (Central Law Agency, Allahabad, 11th edn., 2019).
