



NEW LABOUR CODES OF INDIA

PROF. RAJU KD

Department Of Rajiv Gandhi School Of Ip Law
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 a Professor of Law at Rajiv Gandhi School of Intellectual Property Law, Indian Institute of Technology, Kharagpur. 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 Champaign, United States. He was awarded the Microsoft Outstanding Young Faculty Award in 2011 for research on IP and Competition Law, which was published in 2015 as a Book. He is a prolific writer who contributed around 35 book chapters, 50 peer-reviewed articles in national and international journals, and Eight books to his credit. He is the author of books "Intellectual Property Laws in India," "WTO Agreement on Anti-dumping: A GATT/WTO and Indian Jurisprudence" published by Kluwer Law International, Company Directors: Fiduciary Duties and Liabilities, Editor of "The World Trade Organization and India: A Critical Study of Its First Decade," Genetically Modified Organisms: Emerging Law and Policy in India, Interface Between Intellectual Property and Competition Law published by Eastern Law House, Kolkata in 2015. He has been appointed as an Expert Committee Member by the Government of West Bengal that drafted the Wetland Policy of West Bengal. His latest Books are Submarine Cable Protection and Regulations published by Springer in 2021 and his last book is titled "A Handbook on Geographical Indications in India" published by Thomson Reuters in 2022 January. He is teaching labour law course in the law school for many years. He is teaching labour law for many years.

COURSE PLAN :

Week 1: Introduction, Government Policies, History of labour laws in the country, National Labour Commission Reports.

Week 2: Evolution of Trade Unions in India, Constitutional Freedom to Form Associations and Unions, International Labour Organization on Trade Unions. Trade Union - Definitions, Registration, Cancellation, Management of Funds, Recognition, Immunities.

Week 3: Industrial Disputes - Introduction, Definitions, Resolution of Industrial Disputes, Concept of workmen, Contract of service, Contract for service, Strike, Lock-out.

Week 4: Lay-off, Retrenchment, Closure of Undertakings, Industrial Employment (Standing Orders), Disciplinary Action and Procedures.

Week 5: The Code on Wages 2019 - An Introduction, Minimum Wages, Floor Wages, Central and State Advisory Board, Payment of wages, Deductions & Recovery, Fines, Equal Remuneration, Bonus.

Week 6: C-131: Minimum Wage Fixing Convention, 1970, C-26: Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), C-99: Minimum Wage Fixing Machinery (Agriculture) Convention, 1951.....

Week 7: Code on Social Security 2020 - Introduction, Definitions, Social Security Organizations, Employees compensation and benefits, The concept of arising out of and in the course of employment.

Week 8: Employees State Insurance, Different benefits under the ESI scheme, Employees Provident Fund, Gratuity, Maternity benefit

Week 9: Social security in case of Building and other Construction workers, Social security for unorganized sectors and platform workers, Bonded labour system abolition and regulation, Child labour prohibition, Plantation labour law.

Week 10: Occupational Safety Health and Working Conditions Code 2020, Important definitions, Approval and licensing of factories, The meaning of factory, Manufacturing process.

Week 11: Occupational safety and health, Health safety and working conditions, Welfare provisions, Role of Inspector - cum- facilitator, Offences and penalties

Week 12: Contract labour, Migrant workers, Mines workers, Beedi and cigar workers, ILO and Labour standards