



TAMILNADU COUNCIL FOR OPEN AND DISTANCE LEARNING

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POST GRADUATE DIPLOMA IN LABOUR LAW SYLLABUS

S.No.	Subject Code	Subject	Max.Marks
1	PGDLL1	Industrial Relations & Labour Policy	100
2	PGDLL2	Wage, Employment & Labour Market Regulation	100
3	PGDLL3	Social Security Law – Systems & Reforms	100
4	PGDLL4	Occupational Safety, Health & Environmental Labour Law	100
5	PGDLL5	Labour Adjudication, Litigation & ADR	100
6	PGDLL6	Labour Law Compliance, Audit & Corporate Governance	100

1.INDUSTRIAL RELATIONS AND LABOUR POLICY

UNIT – I: THEORETICAL FOUNDATIONS OF INDUSTRIAL RELATIONS

Industrial Relations – Meaning, Scope and Interdisciplinary Nature – Industrial Relations as a System – Actors in Industrial Relations (State, Employers, Employees, Institutions) – Theoretical Perspectives – Unitary, Pluralist, Marxist and Radical Approaches – Dunlop’s Systems Model – Gandhian Approach to Industrial Relations – Industrial Sociology – Social Structure of Industry – Class Conflict and Cooperation – Power Dynamics in Industrial Relations – Changing Nature of Work – Informalisation, Contractualisation, Gig Economy – Impact on Traditional Industrial Relations Framework.

UNIT – II: EVOLUTION OF LABOUR POLICY IN INDIA

Historical Development – Pre-Independence Labour Policy – Colonial Labour Legislation – Post-Independence Welfare State Approach – Planned Economic Era – Labour Protection and Industrial Growth – Economic Reforms (1991 onwards) – Liberalisation, Privatisation and Globalisation – Labour Market Flexibility – Contemporary Labour Policy – Ease of Doing Business vs Labour Protection – Role of Judiciary in Labour Policy Evolution – Landmark Judgments and Doctrines.

UNIT – III: TRADE UNIONISM – STRUCTURE, POLITICS AND REFORMS

Trade Union Movement in India – Historical Growth and Phases – Structure and Organisation – Plant Level, Industry Level and National Federations – Trade Union Politics – Political Affiliation and its Impact – Multi-unionism and Inter-union Rivalry – Recognition of Trade Unions – Legal and Practical Issues – Trade Unions Act, 1926 – Detailed Provisions – Registration, Rights, Immunities and Liabilities – Challenges and Reforms – Declining Membership – Need for Modernisation.

UNIT – IV: COLLECTIVE BARGAINING AND WORKER PARTICIPATION

Collective Bargaining – Meaning, Nature and Importance – Types (Distributive, Integrative, Productivity Bargaining) – Process of Collective

Bargaining – Preparation, Negotiation, Agreement and Implementation – Negotiation Skills and Strategies – Power Dynamics, Tactics and Techniques – Worker Participation in Management – Works Committees, Joint Management Councils – Co-determination Models – International Practices (Germany, UK) – Effectiveness and Limitations of Participation Schemes in India.

UNIT – V: CODE ON INDUSTRIAL RELATIONS, 2020 – CRITICAL ANALYSIS

Need for Labour Law Consolidation – Background and Objectives – Key Provisions of the Code – Trade Union Recognition – Standing Orders – Strikes and Lockouts – Dispute Resolution Mechanism – Changes from Industrial Disputes Act, 1947 – Comparative Analysis – Critical Evaluation – Impact on Workers’ Rights and Employer Flexibility – Implementation Challenges – Federal Issues, State Rules, Industry Response – Case Studies and Contemporary Developments in Industrial Relations.

2. WAGE, EMPLOYMENT & LABOUR MARKET REGULATION

UNIT – I: WAGE THEORIES, STRUCTURE AND POLICY FRAMEWORK

Concept of Wages – Meaning, Definition and Components of Wages – Nominal vs Real Wages – Living Wage, Fair Wage and Minimum Wage – Classical and Modern Wage Theories – Subsistence Theory, Wage Fund Theory, Marginal Productivity Theory, Bargaining Theory, Efficiency Wage Theory – Wage Structure in India – Basic Pay, Dearness Allowance, Incentives, Bonus and Fringe Benefits – Principles of Wage Determination – Productivity, Cost of Living, Industry Capacity, Government Policy – National Wage Policy – Wage Boards – Pay Commissions – Role of State in Wage Fixation – Judicial Approach to Wages – Key Doctrines and Landmark Judgments.

UNIT – II: STATUTORY REGULATION OF WAGES – DOCTRINAL AND LEGAL ANALYSIS

Payment of Wages Act, 1936 – Scope, Coverage and Applicability – Responsibility for Payment – Time and Mode of Payment – Permissible Deductions – Authorities and Claims – Minimum Wages Act, 1948 – Fixation and Revision of Minimum Wages – Scheduled Employments – Advisory Boards – Overtime and Working Hours – Payment of Bonus Act, 1965 – Eligibility, Calculation of Bonus – Set-on and Set-off – Disputes relating to Bonus – Equal Remuneration Act, 1976 – Equal Pay for Equal Work – Gender Justice in Employment – Judicial Interpretation of Wage Laws – Case Law Analysis – Enforcement Challenges.

UNIT – III: CODE ON WAGES, 2019 – STRUCTURE, REFORMS AND CRITICAL EVALUATION

Background and Need for Consolidation – Fragmentation of Wage Laws – Ease of Doing Business – Key Features of Code on Wages, 2019 – Universal Coverage – Definition of Wages – Floor Wage Concept – Minimum Wage Fixation – Payment of Wages – Bonus Provisions – Gender Equality and Non-discrimination – Inspector-cum-Facilitator System – Digital Compliance and Transparency – Comparison with Earlier Laws – Substantive and Procedural Changes – Critical Analysis – Impact on Employers and Employees – Implementation Challenges – State vs Central Role.

UNIT – IV: EMPLOYMENT RELATIONSHIPS AND LABOUR MARKET DYNAMICS

Nature of Employment Relationship – Contract of Service vs Contract for Service – Employer–Employee Relationship Tests (Control Test, Integration Test) – Forms of Employment – Permanent, Temporary, Casual, Contract Labour, Fixed-term Employment – Contract Labour (Regulation and Abolition) Act, 1970 – Licensing, Welfare and Abolition – Gig and Platform Workers – Legal Status under Labour Codes – Challenges of Informalisation – Inter-State Migrant Workers – Regulation and Welfare – Labour Market Dynamics –

Formal vs Informal Sector – Labour Mobility – Skill Development – Impact of Automation and Technology.

UNIT – V: LABOUR MARKET REGULATION – GLOBAL, COMPARATIVE AND CONTEMPORARY PERSPECTIVES

Labour Market Regulation – Objectives and Economic Implications – Flexibility vs Security Debate – Global Labour Standards – Role of International Labour Organization (ILO) – Core Conventions – Comparative Labour Law – Wage and Employment Regulation in UK, USA and EU – Emerging Issues in Labour Market – Platform Economy – Remote Work – Digital Labour Platforms – Inclusive Labour Policies – Gender Equity, Social Inclusion, Disability Employment – Future of Work – Artificial Intelligence, Automation and Changing Wage Structures – Policy Responses and Reforms.

3. SOCIAL SECURITY LAW – SYSTEMS & REFORMS

UNIT – I: THEORETICAL FOUNDATIONS OF SOCIAL SECURITY

Concept of Social Security – Meaning, Definition, Scope and Objectives – Social Justice and Welfare State Philosophy – Theoretical Foundations – Social Insurance vs Social Assistance – Beveridge Model vs Bismarck Model – Rights-based vs Needs-based Approaches – Social Security as a Human Right – Constitutional Perspectives in India – Directive Principles of State Policy – Socio-economic Dimensions – Poverty, Inequality, Unemployment and Vulnerability – Role of Social Security in Economic Development – Institutional Framework – Role of State, Employers and International Agencies – International Labour Organization (ILO) – Standards, Conventions and Recommendations on Social Security.

UNIT – II: STATUTORY SOCIAL SECURITY FRAMEWORK IN INDIA – DOCTRINAL ANALYSIS

Employees' State Insurance Act, 1948 – Coverage, Contributions and Administration – Benefits (Sickness, Maternity, Disablement, Dependants) – Adjudication Mechanism – Employees' Provident Funds and Miscellaneous

Provisions Act, 1952 – Provident Fund, Pension and Insurance Schemes – Administration and Compliance – Payment of Gratuity Act, 1972 – Eligibility, Calculation and Payment – Forfeiture and Disputes – Employees’ Compensation Act, 1923 – Employer’s Liability – Compensation for Injury and Occupational Diseases – Maternity Benefit Act, 1961 – Scope, Benefits and Protection of Women Workers – Judicial Trends in Social Security Law – Interpretation of Welfare Legislation – Beneficial Construction Doctrine.

UNIT – III: CODE ON SOCIAL SECURITY, 2020 – STRUCTURE, COVERAGE AND CRITICAL EVALUATION

Background and Need for Reform – Fragmentation of Social Security Laws – Code on Social Security, 2020 – Objectives and Scope – Definitions and Coverage Extension to Unorganized Sector – Gig Workers, Platform Workers and Self-employed – Social Security Schemes and Funds – Registration, Contributions and Benefits – Role of Central and State Governments – Policy Formulation and Implementation – Inspector-cum-Facilitator Mechanism – Digital Compliance Systems – Comparative Analysis with Previous Legislations – Critical Evaluation – Challenges in Implementation – Coverage Gaps – Administrative Issues.

UNIT – IV: SOCIAL SECURITY FOR UNORGANISED SECTOR AND VULNERABLE GROUPS

Unorganised Sector in India – Nature, Scope and Challenges – Unorganised Workers’ Social Security Act, 2008 (Overview) – Welfare Schemes – Migrant Workers – Legal Protection and Welfare Measures – Inter-State Migrant Workmen Framework – Women Workers and Gender-sensitive Social Security – Maternity, Childcare and Workplace Safety – Child Labour and Rehabilitation Measures – Social Security for Informal and Rural Workers – Agricultural Labour – Domestic Workers – Construction Workers – Government Welfare Schemes – Insurance, Pension and Subsidy-based Schemes – Issues of Inclusion, Accessibility and Awareness.

UNIT – V: GLOBAL PERSPECTIVES, REFORMS AND FUTURE OF SOCIAL SECURITY

Comparative Social Security Systems – European Welfare Model – American Social Security System – Asian Models – Global Best Practices – Universal Basic Income (UBI) – Conditional Cash Transfers – Social Protection Floors – Economic and Fiscal Challenges – Sustainability of Social Security Systems – Demographic Changes – Aging Population – Impact of Globalization and Technology – Digital Economy – Platform Work – Automation – Reforms and Policy Innovations in India – Expansion of Coverage – Digital Governance – Direct Benefit Transfer (DBT) – Future of Social Security – Inclusive and Universal Models – Integration with Labour Market Policies – Case Studies and Contemporary Developments.

4. OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENTAL LABOUR LAW

UNIT – I: FOUNDATIONS OF OCCUPATIONAL SAFETY AND HEALTH (OSH)

Concept of Occupational Safety and Health (OSH) – Meaning, Scope and Objectives – Industrial Safety as a Discipline – Historical Evolution – Development of Factory Legislation in India – International Developments in OSH – Theoretical Perspectives – Safety Culture – Behavioural Safety – Systems Approach to Safety Management – Occupational Hazards – Physical, Chemical, Biological and Ergonomic Hazards – Role of Stakeholders – Duties of Employers, Employees and Government – International Framework – Standards of International Labour Organization (ILO) and World Health Organization (WHO) – Constitutional and Legal Framework in India relating to Health and Safety.

UNIT – II: FACTORIES ACT, 1948 – DOCTRINAL AND PRACTICAL ANALYSIS

Scope and Applicability – Definitions and Key Concepts – Approval, Licensing and Registration of Factories – Role of Inspectorate – Health Provisions – Cleanliness, Ventilation, Dust and Fumes, Lighting and

Sanitation Safety Provisions – Machinery Safety – Hazardous Processes – Protection of Workers – Welfare Provisions – Canteens, Rest Rooms, First Aid, Crèches – Working Hours and Employment Conditions – Women and Young Persons – Case Law Analysis – Judicial Interpretation of Safety Obligations – Limitations of the Act in Modern Industrial Context.

UNIT – III: OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020 – STRUCTURAL ANALYSIS

Background and Need for Reform – Consolidation of Multiple Laws – Scope and Coverage – Establishments, Workers and Employers – Duties and Responsibilities – Employers’ Obligations – Workers’ Rights and Duties – Health, Safety and Welfare Provisions – Standards and Compliance – Working Conditions and Welfare Facilities – Inspector-cum-Facilitator System – Digital Compliance and Transparency – Licensing and Registration Mechanism – Comparison with Factories Act, 1948 and Other Repealed Laws – Critical Evaluation – Implementation Issues – Federal Challenges – Industry Readiness.

UNIT – IV: OCCUPATIONAL HEALTH, INDUSTRIAL HYGIENE AND ENVIRONMENTAL LAW INTERFACE

Occupational Health – Concept, Importance and Scope – Occupational Diseases and Disorders – Industrial Hygiene – Workplace Monitoring – Exposure Assessment – Preventive Measures – Ergonomics – Human Factors Engineering – Workplace Design – Environmental Labour Law Interface –

- Water (Prevention and Control of Pollution) Act
- Air (Prevention and Control of Pollution) Act
- Environment Protection Act
- Corporate Environmental Responsibility – Sustainable Industrial Practices – ESG (Environmental, Social, Governance) Framework – Industrial Pollution and Worker Health – Legal and Policy Responses.

UNIT – V: INDUSTRIAL SAFETY MANAGEMENT, LIABILITY AND EMERGING ISSUES

Industrial Safety Management Systems – Hazard Identification and Risk Assessment (HIRA) – Safety Audits – Safety Committees – Accident Prevention and Control – Incident Investigation – Safety Training and Awareness – Disaster Management – Emergency Planning – Industrial Disaster Response Mechanisms – Industrial Liability and Compensation – Absolute Liability Principle – Strict Liability – Landmark Case Studies – Bhopal Gas Disaster – Oleum Gas Leak Case – Impact of Technology – Automation, Artificial Intelligence and Workplace Safety – Emerging Issues – Gig Work Safety – Remote Work Environment – Mental Health at Workplace – Future Trends in Occupational Safety and Health Law

5. LABOUR ADJUDICATION, LITIGATION & ADR

UNIT – I: LABOUR JUDICIARY – STRUCTURE, JURISDICTION AND PRINCIPLES

Concept of Labour Adjudication – Need and Objectives – Evolution of Labour Judiciary in India – Structure of Labour Judiciary – Labour Courts, Industrial Tribunals, National Industrial Tribunals – Jurisdiction and Powers – Original, Appellate and Advisory Jurisdiction – Role of High Courts and Supreme Court – Writ Jurisdiction under Articles 226 and 32 – Judicial Review in Labour Matters – Principles Governing Labour Adjudication – Natural Justice – Equity and Good Conscience – Beneficial Interpretation of Labour Laws – Procedural Flexibility vs Formal Judicial Process – Contemporary Reforms in Labour Adjudication System.

UNIT – II: INDUSTRIAL DISPUTES – LEGAL FRAMEWORK AND ADVANCED ANALYSIS

Industrial Disputes – Meaning, Nature and Classification – Individual vs Collective Disputes – Causes and Consequences of Industrial Disputes – Economic, Social and Political Dimensions – Machinery for Settlement of Disputes – Works Committees, Conciliation Officers, Boards of Conciliation,

Courts of Inquiry – Strikes and Lockouts – Legal Framework, Rights and Restrictions – Layoff, Retrenchment and Closure – Conditions, Compensation and Legal Compliance – Industrial Disputes Act, 1947 – Detailed Study of Provisions – Case Law Analysis – Judicial Interpretation of Industrial Disputes – Emerging Trends in Industrial Conflict Resolution.

UNIT – III: ALTERNATIVE DISPUTE RESOLUTION (ADR) IN LABOUR LAW

Concept and Evolution of ADR – Need for Alternative Mechanisms – Conciliation – Role of Conciliation Officers – Process and Settlement – Legal Status of Settlements – Mediation – Principles, Techniques and Practice – Arbitration – Voluntary Arbitration in Labour Disputes – Procedure and Enforcement of Awards – Advantages and Limitations of ADR in Labour Law – Institutional ADR Mechanisms – Government and Private Bodies – Online Dispute Resolution (ODR) – Digital Platforms and Labour Dispute Resolution – Comparative Perspective – ADR in Labour Law (UK/USA Models).

UNIT – IV: LITIGATION PRACTICE, PROCEDURE AND LEGAL DRAFTING

Labour Law Litigation Practice – Filing of Complaints, Claims and Applications – Procedural Aspects – Pleadings, Evidence, Burden of Proof, Examination of Witnesses – Representation before Labour Courts and Tribunals – Role of Advocates, Trade Union Representatives and HR Professionals – Execution of Awards and Settlements – Enforcement Mechanisms – Legal Drafting – Drafting of Petitions, Written Statements, Affidavits, Appeals and Review Applications – Domestic Enquiry Procedures – Charge Sheet, Show Cause Notice, Enquiry Report – Principles of Natural Justice in Disciplinary Proceedings – Use of Technology in Labour Litigation – E-filing and Digital Documentation.

UNIT – V: CODE ON INDUSTRIAL RELATIONS, 2020 AND CONTEMPORARY ISSUES IN DISPUTE RESOLUTION

Dispute Resolution under Industrial Relations Code, 2020 – Mechanism and Procedures – Tribunal Reforms – Structure, Jurisdiction and Powers – Recognition of Trade Unions and Collective Disputes – Restrictions on Strikes and Lockouts – Legal and Practical Implications – Critical Evaluation of the

Code – Impact on Labour Rights and Industrial Peace – Emerging Issues in Labour Litigation – Gig Workers’ Disputes – Platform Economy – Remote Work Conflicts – Globalization and Labour Disputes – Cross-border Employment Issues – Future of Labour Adjudication – Speedy Justice, Digital Courts and Policy Reforms.

6. LABOUR LAW COMPLIANCE, AUDIT & CORPORATE GOVERNANCE

UNIT – I: LABOUR LAW COMPLIANCE – CONCEPTUAL AND LEGAL FRAMEWORK

Concept of Labour Law Compliance – Meaning, Scope and Importance – Compliance as a Legal and Managerial Function – Evolution of Compliance Systems in India – From Inspector Raj to Digital Compliance – Sources of Compliance Obligations – Statutory Laws, Rules, Notifications and Case Law – Compliance under Major Labour Laws – Wages, Industrial Relations, Social Security and Safety Laws – Registers, Records and Returns – Maintenance, Preservation and Inspection Requirements – Role of Employer and HR Department in Compliance – Consequences of Non-compliance – Penalties, Prosecution and Legal Risks – Ethical Dimensions of Compliance – Corporate Responsibility and Labour Standards.

UNIT – II: LABOUR LAW COMPLIANCE UNDER LABOUR CODES (2019–2020)

Background of Labour Law Reforms – Consolidation of 29 Labour Laws into 4 Codes – Compliance under Code on Wages, 2019 – Wage Registers, Timely Payment, Bonus Compliance – Compliance under Industrial Relations Code, 2020 – Standing Orders, Notice of Strikes and Lockouts, Dispute Reporting – Compliance under Code on Social Security, 2020 – Registration, Contributions and Social Security Schemes – Compliance under Occupational Safety, Health and Working Conditions Code, 2020 – Licensing, Safety Standards and Welfare Measures – Inspector-cum-Facilitator System – Web-

based Inspection and Transparency – Digital Compliance Mechanisms – Online Returns, Unified Portals – Challenges in Implementation of Labour Codes – State Rules and Practical Issues.

UNIT – III: LABOUR AUDIT, DUE DILIGENCE AND RISK MANAGEMENT

Concept of Labour Audit – Meaning, Objectives and Scope – Types of Audit (Internal, External, Compliance Audit) – Labour Audit Process – Planning, Data Collection, Verification, Reporting – Audit of Statutory Compliance – Registers, Wage Records, PF/ESI Compliance – Due Diligence in Mergers and Acquisitions – Labour Law Risks and Liabilities – Risk Identification and Assessment – Legal Risk, Financial Risk and Reputational Risk – Corrective and Preventive Actions (CAPA) – Role of Auditors and Consultants in Compliance Management – Use of Technology in Labour Audit – HRIS, Compliance Software and Data Analytics.

UNIT – IV: CORPORATE GOVERNANCE, BUSINESS ETHICS AND LABOUR STANDARDS

Concept of Corporate Governance – Principles, Objectives and Models – Corporate Governance in India – Legal Framework under Companies Act and SEBI Regulations – Stakeholder Approach to Governance – Employees as Key Stakeholders – Corporate Social Responsibility (CSR) – Labour Welfare and Community Development – Business Ethics and Labour Standards – Fair Labour Practices, Code of Conduct – International Labour Standards – ILO Conventions and Core Labour Standards – Environmental, Social and Governance (ESG) – Integration of Labour Standards in ESG Reporting – Whistle-blower Mechanism and Ethical Compliance – Case Studies on Corporate Governance Failures and Lessons Learned.

UNIT – V: WORKPLACE COMPLIANCE, POSH LAW AND EMERGING CORPORATE ISSUES

Workplace Compliance Framework – Employment Contracts, HR Policies and Employee Handbooks – POSH Act (Prevention of Sexual Harassment at Workplace) – Constitution of Internal Complaints Committee (ICC) – Complaint Procedure – Inquiry Process – Legal and Procedural Aspects of POSH

Compliance – Reporting and Penalties – Diversity, Equity and Inclusion (DEI)
– Gender Equality and Inclusive Workplaces - Labour Compliance in
Multinational Corporations (MNCs) – Cross-border Standards and Practices –
Impact of Technology on Compliance – Remote Work Policies, Data Protection
and Surveillance – Emerging Issues – Gig Economy Compliance, Platform
Work Regulation – Future Trends in Corporate Labour Compliance and
Governance.