

**SEMESTER 1:**

**1. Employee Relations**

- Historical evolution, constitutional framework, ILO conventions.
- Mediation and Conciliation, Arbitration and Adjudication, Grievance Procedure, Trade Unions and Collective Bargaining, Workers' Participation in Management, Domestic Enquiry
- Overview of Employee / Industrial Relations & labour reforms and the rationale for codification.

**2. Code on Wages, 2019**

- Wages as Compensation and Costs - Concepts and Context, Wage and Salary Administration, Historical Context of Wage Laws in India, Equal Remuneration, payment modes, compliance.
- Comparison with erstwhile Payment of Wages, Minimum Wages, Bonus, and Equal Remuneration Acts.
- Advisory Board, Inspectors-Cum-Facilitators, Offences and Penalties.

**3. Code on Social Security, 2020 Part - I**

- Introduction to Social Security, ESI, Employee Provident Fund, Employee Compensation, Payment of Gratuity.
- Expansion to gig/platform workers; compliance strategies.
- Provisions of the Social Security Code 2020

**4. The Occupational Safety, Health and Working Conditions Code, 2020 Part – I**

- Health & safety standards, welfare facilities, duties of employers and employees in Factories, Mines, Dockyard, Building Constructions.
- Changes in the Contract Labour Act, Migrant Labour Act and Changes related to Women Labour.

**5. Case Submission I – Online case submission based on the subjects of 1<sup>st</sup> semester**

**SEMESTER 2:**

**1. The Occupational Safety, Health and Working Conditions Code, 2020 - II**

- Provisions related to Plantation, Contract workers, Inter-State Migrant Workmen, Working Journalists and Other Newspaper Employees
- Compliance systems and audits; sector-wise application.

**2. Code on Social Security, 2020 Part – II**

- Maternity Benefit, The Building and other Construction Workers, Unorganised Workers Social Security, Employment Exchanges notification of vacancies, Cine-Workers Welfare Fund
- Detailed discussions on All major provisions of Code on Social Security 2020

**3. The Industrial Relations Code, 2020**

- Trade unions, dispute resolution, standing orders, collective bargaining.
- Strikes, lockouts, layoff/closure procedures, conciliation.
- Machineries for settlement of Industrial Disputes
- Important Case laws, Implementation of Government policies related to IR.

**4. Case Submission II – Online case submission based on the subjects of 2nd Semester**

**5. Project: Online Submission of the Project based on the guidelines provided by SCDL**