

Semester: VIII				
Programme: Bachelor of Management Studies (BMS)				
Course: Laws of Establishment				
Paper code: C4BMS2382			Credits: 5	
Category: Major				
Type: Theory				
No of Modules: 4				
Course Overview: This course provides a conceptual and legal understanding of labour laws in India, focusing on wages, social security, industrial relations, and occupational safety. It aims to familiarize students with key provisions of recent labour codes and their practical implications.				
Course Outcome:				
<ol style="list-style-type: none"> 1. Understand the evolution, objectives, and constitutional basis of labour laws. 2. Gain knowledge of wage-related provisions under the Code on Wages, 2019. 3. Analyze social security measures under the Code on Social Security, 2020. 4. Understand provisions relating to industrial relations and workplace safety. 5. Critically examine recent labour law reforms and their impact on workers and employers 6. Develop the ability to interpret and apply labour law provisions to practical workplace situations 				
Prerequisites: Basic knowledge about any prior course				
SYLLABUS				
Unit/ Module	Content	Number of Classes	CO Mapping	Cognitive Level
I.	Introduction to Labour Law <ul style="list-style-type: none"> • History of Labour Law • Object and Purpose • Constitutional Provisions: Articles 14, 23, 24, 39, 41, 42, 43 • Introduction to POSH Act 2013 with reference to Vishaka guidelines • Basic Definitions: <ul style="list-style-type: none"> – Wages (Sec 2(y)) – Employee (Sec 2(k)) – Employer (Sec 2(l)) – Establishment (Sec 2(m)) – Worker (Sec 2(z)) – Gig Worker (Sec 2(35)) – Platform Worker (Sec 2(61)) – Unorganised Worker (Sec 2(86)) 	10	CO1	K2
II.	Code on Wages, 2019 <ul style="list-style-type: none"> • Sec 5 – Payment of Minimum Wages • Sec 6 – Fixation of Minimum Wages • Sec 7 – Components of Wages • Sec 8 – Procedure for Fixing Wages • Sec 9 – Floor Wage • Sec 14 – Overtime Wages • Sec 15 – Mode of Payment • Sec 16 – Wage Period • Sec 42 – Advisory Boards • Sec 51 – Inspector-cum-Facilitator 	15	CO1 CO2	K2 K3

	<ul style="list-style-type: none"> • Sec 52-54 – Offences & Penalties • Sec 65 – Power of Government 			
III.	Code on Social Security, 2020 <ul style="list-style-type: none"> • Meaning & Scope of Social Security • Sec 3 – Registration of Establishment • Sec 6 – Social Security Boards • Sec 15-16 – Provident Fund • Sec 21 – PF Accounts by Employers • Sec 23 – Appeals • Sec 25 – ESI Fund • Sec 28 – Insurance of Employees • Sec 45 – Schemes for Gig Workers • Sec 53 – Gratuity • Sec 60 – Maternity Benefit • Sec 71 – Duties of Employer • Sec 109, 114 – Schemes for Workers • Sec 122 – Inspector • Sec 134 – Punishment • Sec 141 – Social Security Fund 	20	C01 C03	K2 K4
IV.	Occupational Safety & Industrial Relations OSH Code, 2020: <ul style="list-style-type: none"> • Sec 6 – Employer Duties • Sec 13 – Employee Duties • Sec 23 – Employer Responsibility • Sec 32 – Leave • Sec 38 – Inspector Powers Industrial Relations Code, 2020: <ul style="list-style-type: none"> • Sec 3 – Works Committee • Sec 4 – Grievance Committee • Sec 14 – Negotiating Union • Sec 44 & 50 – Tribunal & Powers • Sec 62 – Strikes & Lockouts • Sec 67 – Lay-off • Sec 70 – Retrenchment • Sec 84 – Unfair Practices • Sec 86 – Penalties 	15	C01 C04	K2 K5
Text Books				
<ol style="list-style-type: none"> 1. P.L. Malik – <i>Industrial Law</i> 2. S.N. Mishra – <i>Labour and Industrial Law</i> 3. Taxmann – <i>Labour Laws</i> 				
Suggested readings				
<ol style="list-style-type: none"> 1. V.G. Goswami – <i>Labour and Industrial Law</i> 2. K.D. Srivastava – <i>Labour Law</i> 3. H.L. Kumar – <i>Practical Guide to Labour Management</i> 				
Web Resources				
<ol style="list-style-type: none"> 1. Ministry of labour and employment 2. ILO 3. State labour ministry 4. Legislative reports 				

Course outcomes (COs) and Cognitive Level Mapping

COs	CO Description	Cognitive levels
CO1	Basics & constitutional framework	K2
CO2	Wage provisions application	K3
CO3	Social security analysis	K3
CO4	Industrial relations evaluation	K5
CO5	Practical interpretation	K3
CO6	Reform analysis	K5