



Smt. VELAGAPUDI DURGAMBA
SIDDHARTHA LAW COLLEGE

Kanuru, VIJAYAWADA - 520 007

(Sponsors : Siddhartha Academy of General & Technical Education, Vijayawada)

Affiliated to Krishna University, Machilipatnam.

ISO 9001-2015 Certified Institution

Ref : O.C.No.SVDSLCL/137 /2026

23-03-2026
Date :

To
THE REGISTRAR,
Krishna University,
Rudravaram,
Machilipatnam.

Respected Madam,

Sub: Furnishing minutes of Board of Studies (Law- U G) held on 18-03-2026 at Smt. V. D. Siddhartha Law College, Vijayawada and replacing the outgoing students with the meritorious students from the existing batch of 2024-25 (2/3 LL.B) and 2022-23 (4/5 B.A.LL.B) year - Reg.

It is respectfully submitted that the meeting of Board of Studies (Law - U.G.), held on 18-03-2026 at Smt. V. D. Siddhartha Law College has unanimously considered, adopted and approved a resolution to effect changes in the existing syllabus of 4th semester of 2/3 LL.B and 8th semester of 4/5 B.A.LL.B for the subject "Labour Laws" bearing code "LLB40118 / BLB80118", to ensure due compliance with the newly enacted four new Labour Codes by incorporating the same in the syllabus.

Enclosed herewith please find the original copy of resolution along with latest syllabus duly signed by the members of Board of Studies, Recommended Books and Model Paper for your consideration, with an earnest request to forward the same to the academic council for ratification so as to ensure swift implementation of new syllabus.

The change of syllabus as approved by the B O S shall come into force for the existing batch of students with effect from 2025-26 academic year itself.

Phones : 0866-2582592

E-mail : svdsiddharthalawcollege@yahoo.com
svdsiddharthalawcollege@gmail.com

Website : www.svdsiddharthalawcollege.ac.in



I further bring to your kind notice that the students nominated on the Board of Studies earlier have completed their course and accordingly have become outgone and therefore, two meritorious students, namely Ms. Suneetha Bethapudi, 2/3 LL.B and Ms. B.Lakshmi Srivalli, 4/5 B.A.LL.B have been nominated in their place and their names and nomination on the Board of Studies may please be ratified and for which highly grateful.

Thanking you Madam,



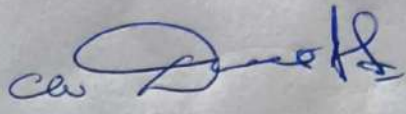
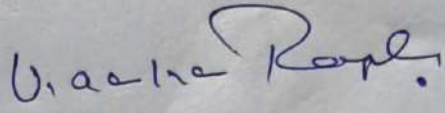

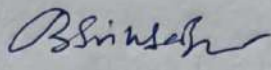
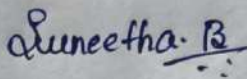
Yours sincerely

PRINCIPAL

Smt. VELAGAPUDI DURGAMBA
SIDDHARTHA LAW COLLEGE
VIJAYAWADA-520007

RESOLUTIONS CONSIDERED, ADOPTED AND APPROVED AT BOARD OF STUDIES MEETING FOR LAW U.G HELD ON 18/03/2026

1. Resolved unanimously to introduce the revised and updated "Labour Laws" (Paper Code LLB40118/BLB80118) syllabus by replacing the existing Labour Laws syllabus in the 4th Semester of 2/3 LL.B and 8th Semester of 4/5 B.A. LL.B course with effect from the Academic Year 2025-26 with four labour codes that have been brought in to force. Accordingly, the change of Syllabus for Paper No. LLB40118/BLB80118 has been considered, adopted and approved unanimously.

NAME	SIGNATURE
1. Prof.(Dr) Ch.Divakar Babu (Chairman, BOS)	
2. Sri V.J.S.Rayalu (Member, BOS)	
3. Dr. Mojada Ramakrishna (Member, BOS)	JOINED ONLINE
4. Sri K.S.R. Hemanth Kumar (Member, BOS)	
5. Dr. B.Srinivasa Rao (Member, BOS)	
6. Ms. Suneetha Bethapudi (Student Member, BOS)	
7. Ms. B. Lakshmi Srivalli (Student Member, BOS)	B.lakshmi srivalli

FOURTH SEMESTER OF 3 YEAR LL.B/EIGHTH SEMESTER OF 5 YEAR B.A.LL.B

Paper Code LLB40118/BLB80118

PAPER -I

LABOUR LAWS

University Theory Examination: 70M

Internal Assessment: 30 M

UNIT I: HISTORICAL PERSPECTIVES ON LABOUR:

- 1.1 From Laissez faire to Welfare State: Hire and Fire, Absolute Freedom of Contract, transition from exploitation to protection and from freedom of contract to dignity of human beings.
- 1.2 Labour – Capital Conflicts: Exploitation of Labour and Commodification, Poor Bargaining Power, Dismal Working Conditions, Organised and Unorganized Labour
- 1.3 International Labour Standards and Their Implementation – Role of ILO
- 1.4 Indian Constitution -Welfare of Labour- Role of Judiciary
- 1.5 Evolution of Labour Legislation & Jurisprudence in India.
- 1.6 Impact of Globalization, Liberalization and Privatization – Labour in the Era of Globalization—Unification of Labour Laws and Enactment of New Labour Codes, Aims and Objectives.

UNIT II: THE CODE ON WAGES, 2019:

- 2.1 Principal Objectives, Features, scope and applicability of the Wage Code—Important changes introduced by the Code
- 2.2 Important Definitions
- 2.3 Concept of Wages: minimum wage-fair wage-living wage- need based minimum wage
- 2.4 Procedure for fixation of minimum wages
- 2.5 Provisions relating to Payment of Wages-Wage period-Time of Payment
- 2.6 Authorized deductions
- 2.7 Concept of Bonus-minimum and maximum bonus-provisions relating to determination and calculation of Bonus
- 2.8 Advisory Boards

- 2.9 Payment of Dues, Claims and Audit
- 2.10 Inspector-cum-Facilitator
- 2.11 Offences and Penalties
- 2.12 The Code on Wages Rules, 2021.

UNIT III: THE INDUSTRIAL RELATIONS CODE, 2020:

- 3.1 Objects, features, scope, applicability and important changes introduced
- 3.2 Important Definitions – Industry, Industrial dispute, Appropriate Government, Employer, Employee, Award, Settlement
- 3.3 Methods for the settlement of Industrial Disputes—collective bargaining, conciliation, adjudication, voluntary arbitration
- 3.4 Mechanism for Resolution of Industrial Disputes
- 3.5 Trade Union, Registration, Cancellation, Immunities, General Fund and political fund
- 3.6. Standing Orders-concept and importance-procedure for certification, exemptions
- 3.7. Strikes and Lock-outs
- 3.8. Lay-off, Retrenchment and Closure and exemptions
- 3.9. Worker Re-skilling Fund
- 3.10. Unfair Labour Practices
- 3.11. Disciplinary Proceedings and Domestic Enquiry


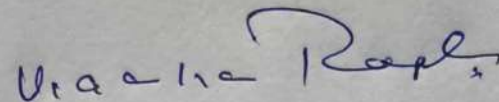

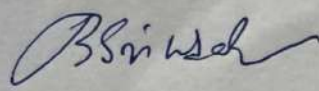
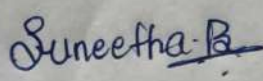
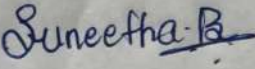
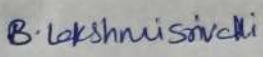
UNIT IV: THE CODE ON SOCIAL SECURITY, 2020:

- 4.1. Objects, features, scope, applicability, Limited Period of Employment and important changes introduced
- 4.2. Employees Provident Fund scheme
- 4.3. E.S.I scheme and the benefits –Maternity benefit—Medical benefit—Employee's compensation
- 4.4. Employees State Insurance Corporation and its Constitution, Powers & Functions
- 4.5. Gratuity-concept-eligibility conditions—amount and payment of gratuity, forfeiture & procedure for making claim and payment.
- 4.6. Social Security and Cess in Respect of Building and other Construction Workers
- 4.7. Social Security for unorganized workers, GIG Workers and Platform Workers.
- 4.8. Authorities, Assessment, Compliance and Recovery
- 4.9. Offences and Penalties
- 4.10. Employment information and Monitoring

UNIT V: THE OCCUPATIONAL SAFETY, HEALTH AND WORKING

CONDITIONS CODE, 2020:

- 5.1. Objects, features, scope and applicability—important definitions and significant changes brought about.
- 5.2 Registration of establishment-- Duties of Employer and Employees, etc.
- 5.3. Provisions ensuring Occupational Safety and Health
- 5.4. Provisions for Health, Safety and Working conditions
- 5.5. Welfare Provisions
- 5.6. Hours of Work and Annual Leave with Wages
- 5.7. Maintenance of Register, Record and Returns
- 5.8. Inspector-cum-Facilitators and other Authorities.
- 5.9. Special provision Relating to Employment of women, Children
- 5.10. Special Provisions for Contract Labour and Inter-State Migrant Worker, etc.
- 5.11. Offences and Penalties
- 5.12. Social Security Fund.

NAME	SIGNATURE
1. Prof.(Dr) Ch.Divakar Babu (Chairman, BOS)	
2. Sri V.J.S.Rayalu (Member, BOS)	
3. Dr. Mojada Ramakrishna (Member, BOS)	
4. Sri K.S.R. Hemanth Kumar (Member, BOS)	
5. Dr. B.Srinivasa Rao (Member, BOS)	
6. Ms. Suneetha Bethapudi (Student Member, BOS)	
7. Ms. B. Lakshmi Srivalli (Student Member, BOS)	

Recommended Books:

1. New Industrial & Labour Code - by V.K. Kharbanda, Vipul Kharbanda
2. New Labour and Industrial Laws - by Bhagyashree A Deshpande
3. Labour & Industrial Law - by S.N.Mishra
4. New Labour Codes, 2026 Edition - Taxman's
5. Labour and Industrial Law - by H.K. Saharar
6. Industrial Relations and Labour Laws - by S C Srivastava

LLB40118/LLB40123 /BLB80118/BLB80123

LL.B/B.A.LL.B Degree Examinations - 2026

IV/VIII Semester

Paper -I: Labour Laws

Time: Three Hours

Maximum Marks: 70

PART -A

Answer any Six Questions. Each question carries three marks.6 X 3 = 18 Marks

1. Industrial Dispute.
2. Collective Bargaining.
3. Inspector cum Facilitator.
4. I L O.
5. Standing Orders
6. Advisory Boards under the Code of Wages.
7. General Fund of Trade Union.
8. Unfair Labour Practices.
9. Doctrine of Hire and Fire.
10. Child Labour.

PART -B

Answer any two questions. Each question carries 12 Marks.2 X 12 = 24 Marks

11. Explain Constitutional Provisions relating to Labour Welfare and Industrial Jurisprudence.
12. Discuss the Machinery for the settlement of Industrial Disputes under the Industrial Relations Code 2020.
13. What are the principle objectives and salient features of Wage Code, 2019?
14. Explain the Benefits provided to the Employees under the Social Security Code, 2020.

PART - C

Answer any two questions. Each question carries 14 Marks. 2 X 14 = 28 Marks.

15. An employee left his place of work in the establishment at the end of his working hours. Later, he has returned to the establishment to pick up his personal belongings and whileso, sustain injuries due to an accident at the work place. Does the employer liable to pay compensation to the injured employee under the Code of Social Security, 2020.

16. 'X' company refused to pay minimum wages to the employees due to some financial problems faced by the company and continuous losses. The employees demanded the payment of minimum wage under the Minimum Wage Code, 2019. Decide.

17. A Women employee working as a Contract Labour was not granted maternity leave by the Employer on the ground that she is not a permanent employee. Decide whether she is entitled for maternity leave or not?

18. Rahul is working as a full time teacher in a private school. His monthly salary is Rs. 15000/- When the school management decided to deduct 10 % of his salary due to its financial difficulties, Rahul protested against the proposed deduction on the ground that it is against the provisions of the Industrial Relations Code, 2020. The school management argued that the code does not apply to teachers as they would not fall within the ambit of "employee" under the code. Discuss.