SYLLABUS: INSPECTING OFFICER in Labour Department

- 1. Constitution and Labour Laws
- 2. International Labour Organization
- 3. Law of Welfare & Working Condition
- 4. Law of Industrial Relations
- 5. Law of Wages
- 6. Social Security Legislations
- 7. The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
- 8. Labour Codes
- 9. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.
- 10. Industrial Disputes Act, 1947.
- 11. Minimum Wages Act, 1948
- 12. Payment of Bonus Act, 1965
- 13. Equal Remuneration Act, 1976
- 14. Employees Compensation Act, 1923
- 15. Employees State Insurance Act, 1948
- 16. Employees provident funds and Miscellaneous provisions Act, 1952
- 17. Payment of Gratuity Act, 1972
- 18. Maternity Benefit Act, 1961.

Detailed Contents

- 1. Constitution and Labour Laws: Fundamental rights vis-à-vis labour laws. Equality before law and its application in Labour Laws, Equal pay for equal work; and Article-16 and reservation policies. Articles 19, 21, 23 and 24 and its implications.
- International Labour Organization: Aims and objects; Cooperation between governments and employers' and workers' organizations in fostering social and economic progress; Setting labour standards, developing policies and devising programmes to promote decent work.
- 3. Law of Welfare & Working Condition: The Factories Act, 1948: Contract Labour (Regulation and Abolition) Act, 1970: The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996; The Mines Act, 1952: The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955; The Weekly Holidays Act, 1942; Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.
- 4. Law of Industrial Relations: Industrial Disputes Act, 1947 (downsizing, retrenchment, lay-off, bench employees and termination) & Industrial discipline and domestic inquiry. The Industrial Disputes (Central) Rules, 1957; The Plantation Labour Act, 1951; The Industrial Employment (Standing Orders) Rules, 1946; Industrial Employment (Standing Orders) Act, 1946; The Industrial Employment (Standing Orders) Act, 1946; Indian Trade Union Act, 1926; The Trade Unions (Amendments) Act, 2001.
- 5. Law of Wages: Payment of Wages Act, 1936; Minimum Wages Act, 1948; Payment of Bonus Act, 1965; Equal Remuneration Act, 1976.
- 6. Social Security Legislations: Employees' Compensation Act, 1923; Employees Compensation (Amendment) Act, 2017; Equal Remuneration Act, 1976; Employees' State Insurance Act, 1948; Employees' Provident Funds and Miscellaneous Provisions Act, 1952; Payment of Gratuity Act, 1972; Maternity Benefit Act, 1961; Maternity Benefit (Amendment) Act, 2017; The Payment of Gratuity Act, 1972; The Unorganized Workers' Social Security Act, 2008; Apprentices Act, 1961; Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.
- 7. The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
- 8. Labour Codes: Labour Code on Wages; Labour Code on Industrial Relations; Labour Code on Social Security & Welfare; Labour Code on Safety & Working Conditions.
- 9. Industrial and Labour Laws Audit covering the above Acts and other Industry Specific Acts. Case laws, Case Studies and Practical Aspects.