

Lesson Plan: Industrial and Labour Laws

College Name: RGSD College, Narwana

Course Code: B23-COM-503

Assistant Professor: Varsha Yadav

Class: B.Com 3rd Year

Semester: V (Session 2025–2026)

Duration: September to December

Month: September

Week	Date	Topic	Teaching Material	Learning Outcomes
Week 01	01–04 Sept	Introduction, History, Need & Purpose of Labour Laws	Textbook, Lecture notes	Understand meaning, need and framework of Labour Laws
Week 02	08–11 Sept	Industrial Relations, Articles 14, 16, 19(C)	Bare Acts, PPT	Explain equality and association rights
Week 03	15–18 Sept	Articles 23, 24; Social Security Codes; New Labour Codes	Reference Book	Understand rights against exploitation and new codes
Week 04	24–25 Sept	Code on Wages 2019; Code on Social Security 2020	Govt. Gazette	Explain major features of wage and social security codes
Week 05	29 Sept–01 Oct	Industrial Relations Code, Employer-Employee Relationship	Discussion	Analyze employer-employee obligations

Month: October

Week	Date	Topic	Teaching Material	Learning Outcomes
Week 01	06–09 Oct	Labour Welfare & Factories Act 1948	Bare Act, Textbook	Explain welfare laws and factory provisions
Week 02	13–15 Oct	Safety, Employment Provisions, Contract Labour Act 1970	Charts, Lecture	List safety and employment measures
Week 03	-	Diwali Holidays	-	-
Week 04	27–30 Oct	Unit Test; Industrial Dispute Act 1947; Trade Union Act	Notes, Bare Act	Understand trade unions and dispute settlements

Month: November

Week	Date	Topic	Teaching Material	Learning Outcomes
Week 01	03–06 Nov	Oral Test; Payment of Wages Act	Question Papers	Assess and define wage provisions
Week 02	10–13 Nov	Minimum Wages Act 1948; Bonus Act 1965	Case Studies	Explain wage fixation and bonus calculation
Week 03	17–20 Nov	Bonus Eligibility, Penalties, ESI Act 1948	Lecture, Textbook	Identify bonus eligibility and ESI provisions

Week 04	24–28 Nov	EPF Act 1952; Pension & Insurance Schemes	Govt. Documents	Describe EPF and pension schemes
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Month: December

Week	Date	Topic	Teaching Material	Learning Outcomes
Week 01	01–05 Dec	Gratuity Act 1972; Shram Suvidha, ESIC/EPFO Portals	PPT, Govt. Portal	Understand online compliance platforms
Week 02	15–17 Dec	Revision & Assignments	Notes	Reinforce previous learning
Week 03–05	22–31 Dec	Final Revision & Oral Test	All Materials	Demonstrate complete understanding