

PAPER –1.1.

INDUSTRIAL RELATIONS AND THE LAW

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the examination paper. The candidate is required to attempt any five questions. All questions carry equal marks.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

Industrial Relations – Genesis, Concept and Emerging Issues and Judicial Responses

THE INDUSTRIAL RELATIONS CODE, 2020:

Need, Importance, Objectives; Definition, Concept, Key features for Enactment of the Code and Repeal of Laws and Judicial Responses.

Bi-partite Forums; Trade Unions; Standing Orders; Notice of Change; Voluntary Reference of Disputes to Arbitration; Mechanism for Resolution of Industrial Disputes; Strikes and Lock-Outs; Lay-Off, Retrenchment and Closure; Special Provisions Relating to Lay-Off, Retrenchment and Closure in certain establishments; Worker Re-Skilling Fund; Offences And Penalties; Miscellaneous.

LEADING CASES:

1. Balmer Lawrie Workers Union Bombay v. Balmer Lawrie & Co. Ltd. 1984 I. L.L. J. 314 (S.C.)
2. Jay Engineering Work Ltd. V. State of West Bengal A.I.R. 1968 Cal. 406.
3. L.I.C. of India v. D.T. Bahadur 1981 I L.L.J. I (S.C.)
4. R.S. Ruikar v. Emperor A.I.R. 1935 Nag. 149.
5. Rohtas Industries v. Its. Union A.I.R. 1967 S.C. 425.

BOOKS RECOMMENDED:

- ★ The Industrial Relations Code, 2020.
- ★ John T. Dulop : Industrial Relations System.
- ★ J. Henry Richardson : An Introduction of the Study of Industrial Relations.
- ★ S.N. Mishra : An Introduction of Labour and Industrial Law.

- ★ I.L.O. : Freedom of associations USA, UK, USSR.
- ★ Sarma, A.M. (2011) Industrial Jurisprudence and Labour Legislation, Himalaya Publishing House, Mumbai.
- ★ Taxmann (2009) Labour Laws”, Taxmann Allied Services Pvt. Ltd.

PAPER – 1.2.

WAGES AND CODE ON SOCIAL SECURITY 2020

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the examination paper. The candidate is required to attempt any five questions. All questions carry equal marks.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

National Wage Policy; Genesis of West Regulations; Concepts of Minimum Fair, Living and Need based Minimum Wages and Judicial Responses.

THE CODE ON WAGES, 2019:

Need, Importance, Objectives; Definition, Concept, Key features for Enactment of the Code and Repeal of Laws;

Minimum wages; Payment of Wages; Payment of Bonus; Advisory Board; Payment of Dues, Claims and Audit; Inspector-cum-facilitator; Offences and Penalties; Miscellaneous; Judicial Responses

THE CODE ON SOCIAL SECURITY, 2020:

Need, Importance, Objectives; Definition, Concept, Key features for Enactment of the Code and Repeal of Laws;

Social Security Organisations; Employees' Provident Fund; Employees State Insurance Corporation; Gratuity; Maternity Benefit; Employee's Compensation; Social Security and Cess in respect of Building and other Construction Workers; Social Security for Unorganised Workers, Gig Workers and Platform Workers; Finance and Accounts; Authorities, Assessment, Compliance and Recovery; Offences and Penalties; Employment Information and Monitoring; Miscellaneous; Judicial Responses.

LEADING CASES:

1. Air India v. Nargesh Meerza, A. I. R. 1981 SC 1830.
2. B. E. S. T. Undertaking Bombay v. Mrs. Agens AIR 1964 SC 193.
3. D. S. Nakara v. Union of India A. I. R. 1983 SC 130.
4. Express Newspaper Ltd. & others v. Union of India & others. AIR 1958 SC 578.
5. Royal Talkies Hyderabad v. E.S.I. Corporation AIR 1978 SC 19.

BOOKS RECOMMENDED :

- ★ K.N. Vaid : Labour Welfare in India.
- ★ M.V. Moorthy : Principles of Labour Welfare.
- ★ Government of India : Report of the Committee on Labour Welfare, 1970.
- ★ The Code On Social Security, 2020
- ★ The Code On Wages, 2019.

PAPER – 1.3.

LABOUR WELFARE AND OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE 2020

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the examination paper. The candidate is required to attempt any five questions. All questions carry equal marks.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

Theories of Labour Welfare – Genesis, Concept and Emerging Issues; Role of Labour Welfare: Officers, Labour Welfare in India Legislative and Judicial Perspectives.

Industrial Sociology: Meaning, Scope and Development, Industrialisation and Social Change and Social Problems of Industrial Relations.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; Need, Importance, Objectives; Definition, Concept, Key features of the Act and Judicial Responses;

Employment of Children Act, 1938; Need, Importance, Objectives; Definition, Concept, Key features of the Act and Judicial Responses;

OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE 2020:

Need, Importance, Objectives; Definition, Concept, Key features for Enactment of the Code and Repeal of Laws; Judicial Responses

Registration; Duties of employer and employees, etc.; Occupational safety and health; Health, safety and working conditions; Welfare provisions; Hours of work and annual leave with wages; Maintenance of registers, records and returns; Inspector-cum-facilitators and other authority;

Special provision relating to employment of women;

Special Provisions for Contract Labour and Inter-State Migrant Worker, etc.-

Contract Labour; Inter-State Migrant Workers; Audio-Visual Workers; Mines; Beedi and Cigar Workers; Building or other construction workers; Factories; Plantation;

Offences and Penalties; Social Security Fund; Miscellaneous.

LEADING CASES :

1. Alembic Chemical Works v. Its workman, A.I.R. 1961, S.C. 647.
2. Labour working in Salal Hydel Project v. State J.K. A. I. R. 1983 S. C. 177.
3. Rural Litigation and Entitlement Kendra Dehradun v. State of U.P. A. I. R. 1985 S.C. 652.
4. V.P. Gopala Rao. v. Public Prosecutor A. P. A. I. R. 1970 S. C. 66.
5. Workmen of F.C. I. v. F. C. I. AIR 1985 SC 670.

BOOKS RECOMMENDED :

- ★ Employment of Children Act, 1938
- ★ Government of India : Report of the Committee on Labour Welfare, 1970.
- ★ Govt. of India : Report of National Commission on Labour
- ★ K.N. Vaid : Labour Welfare in India.
- ★ M.V. Moorthy : Principles of Labour Welfare.
- ★ Occupational Safety, Health and Working Conditions Code 2020
- ★ Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

PAPER 1.4.

PERSONNEL MANAGEMENT AND INDUSTRIAL PSYCHOLOGY

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) The question paper shall be divided into two parts i.e. Part I and II. The paper shall contain eight questions from Part I and two questions from Part II. The Students shall be required to attempt at least one question from Part II.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

PART I- PERSONNEL MANAGEMENT

Concept of Personnel Management and Personnel Policies; Man Power Planning, Recruitment, Selection, Training and Job; Placement including Worker's Education as envisaged by the Central Board of Worker's Education; Job Analysis and Evolution and Performance Appraisal. Management of discipline, Domestic Enquiry and Grievance Procedure; Role and Functions of Personnel manager; Scientific and Technical Advances Vis-a-Vis Personnel Management.

PART II- INDUSTRIAL PSYCHOLOGY

Industrial Psychology- Nature, Scope and Functions; Motivation and Mural, Leadership Styles & Dynamics; Psychology of Attitudes. Hawthorne Experiments and their relevance in India; Individual Behaviour in formal and Informal Groups. Interpersonal and Inter-group relationship in organization and their Impact on Organization.

LEADING CASES:

1. North Brook Jute Co. Ltd. v. Their Workman A. I. R. 1960.
2. Monogram Mills Ltd. v. State of Gujarat 1976 II L.L.J. 174 (S.C.)
3. Workman of Williamson Magor & Co. Ltd. v. williamson Magor & Co. Ltd. 1982. L.L.J. 83 (S.C.)
4. Union of India v. Tulsi Ram Patel A. I. R. 1958 S. C. 1416.

BOOKS RECOMMENDED:

- ★ C. K. Johari : Indian Tripartite System.
- ★ David Miller : Social Justice.

- ★ Rideout : Principles of Labour Law.
- ★ S. K. Agarwal : K. M. Munshi Lectures on Public Interest Legislation in India.
- ★ S. R. Samant : Industrial Jurisprudence.
- ★ S.N. Dhyani : I. L. O. and India : In Pursuit of Social Justice.

PAPER – 1.5.

**LABOUR JURISPRUDENCE AND THE
INTERNATIONAL LABOUR ORGANIZATION (I.L.O.)**

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the examination paper. The candidate is required to attempt any five questions. All questions carry equal marks.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

Concept and Growth of Labour Jurisprudence; Concept of Social Justice, Natural Justice and the Labour; Constitution of India, 1950 [Articles related to Labour Welfare]; Labour and Judicial Process and Public Interest Legislation; Tripartism: Voluntarism in Labour Relations and Code of Discipline in Industry

I. L. O. - Genesis, Aims and Objectives, Constitutions; Conventions and Recommendation: Procedure for Ratify; I. L. O. Conventions and Recommendations and Problems in their Rectification; I. L. O. & Regional Conferences;

International Labour Standards and Labour Legislations in India;

I. L. O. Problems and Prospects.

I.L.O. and Human Rights in India- Perspectives.

LEADING CASES:

1. Bandhua Mukti Morcha v. Union of India A. I. R. 1984 S. C. 802.
2. Excel Wear v. Union of India 1978, L.C.J. 527 (SC)
3. National Textiles Workers Union v. Ram Krishna AIR 1983 S. C. 759.

4. People Union for Democratic Rights & others. v. Union of India. 1982 II L.L.J. 454 S.C.
5. Som Prakash v. Union of India. A.I.R. 1981 S.C. 212.
6. The Delhi Cloth & General Mills Ltd. v. Sambhunath Mukerjee. 1935 I.L.J. 36 S.C.

BOOKS RECOMMENDED:

- ★ David Miller : Social Justice.
- ★ G. K. Johri : Indian Tripartite System.
- ★ Govt. of India : Report of National Commission of Labour.
- ★ Govt. of India : Tripartite Consultations.
- ★ Kamal Mathur and N. R. Seth : Tripartitism in Labour Policy
- ★ Mahesh Chandra : Industrial Jurisprudence.
- ★ N. Vaidyanathan : International Labour Standards.
- ★ R. G. Chaturvedi : Natural and Social Justice.
- ★ S. K. Agrawal : K. N. Mushi Lectures on Public Interest Litigation in India.

PAPER – 1.6.

LABOUR ECONOMICS, LABOUR STATISTICS AND LABOUR ORGANIZATIONS (ORGANIZED AND UNORGANIZED)

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the examination paper. The candidate is required to attempt any five questions. All questions carry equal marks.
- (2) The syllabus includes latest amendments in the subject wherever applicable.

Labour Force in Organized and Unorganized Sectors-Sources. Composition, Characteristics etc.; Employment, Un-employment and Under-employment-conceptual and Development Aspects; Labour Turn over and Absenteeism; Unemployment Guarantee Scheme; Unorganized Labour- Magnitude, Problems and Public Policy on Unorganized Labour; Integrated Rural Development Programmes and Labour.

Labour in Five- Year Plans- A Brief Study.

Industrial Policy Resolutions and Development in Private and Public Sector.

Industrial development- Heavy, Large, Small-scale and Cottage Industry.

Location, Finance, Planning and Problems.

Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013:

Need, Importance, Objectives; Definition, Concept, Key features of the Act and Judicial Responses

LABOUR STATISTICS:

Meaning Objects and Structure

Growth of Labour Statistics in India.

The Collection of Statistics Act, 2008:

Need, Importance, Objectives; Definition, Concept, Key features of the Act; Labour Statistics relating to Disputes, Wages, Strikes; Lockouts, Man days, Labour Safety, Health and Welfare Cost of Living etc. and Judicial Responses.

BOOKS RECOMMENDED:

- ★ B. N. Asthana : Applied Statistics of India.
- ★ Government of India : Report of National Commission of Labour.
- ★ J. L. Dholakia : Industrial Labour and Economics Development in India.
- ★ J. N. Mongia : Readings in Indian Labour.
- ★ L. G. Reynalds : Labour Economics.
- ★ P. Sharma and Desai : The Rural Economy of India.
- ★ Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013
- ★ R. Desai : The Rural Sociology of India.
- ★ R. Mukerjee : Labour Planning.
- ★ The Collection of Statistics Act, 2008