

COURSE CREDIT

P.G. DIPLOMA COURSE IN LABOUR LAW, LABOUR WELFARE AND PERSONNEL MANAGEMENT (ANNUAL SCHEME)

S.NO.	PAPER CODE	PAPER NAME	COURSE CODE 128				DURATION OF ANNUAL EXAM IN HOURS
			L	T	C	MAXIMUM MARKS IN EXAMINATION	
1.	D.L.L.: 1281	LABOUR ECONOMICS, LABOUR STATISTICS AND LABOUR ORGANIZATIONS (ORGANIZED AND UNORGANIZED)	3	1	4	100	3
2.	D.L.L.: 1282	LAWS RELATING TO INDUSTRIAL RELATIONS AND WAGES	3	1	4	100	3
3.	D.L.L.: 1283	LAWS RELATING TO CHILD & WOMEN LABOUR	3	1	4	100	3
4.	D.L.L.: 1284	LABOUR WELFARE, INDUSTRIAL SAFETY & HEALTH AND MINOR LEGISLATIONS	3	1	4	100	3
5.	D.L.L.: 1285	LABOUR JURISPRUDENCE AND THE INTERNATIONAL LABOUR ORGANIZATION (I.L.O.)	3	1	4	100	3
6.	D.L.L.: 1286	DISSERTATION	1	3	4	100 [70+30]	---
TOTAL =			16	8	24		

TOTAL CONTACT HOURS PER WEEK = 16 + 8 = 24

TOTAL COURSE CREDIT = 24

* L = LECTURES

* T = TUTORIAL

*C = CREDITS

**2.II. (1) ONE YEAR POST GRADUATE DIPLOMA COURSE IN LABOUR LAW,
LABOUR WELFARE AND PERSONNEL MANAGEMENT**

THE NOMENCLATURE OF ALL THE SIX PAPERS:

PAPER D.L.L.: 1281.:	LABOUR ECONOMICS, LABOUR STATISTICS AND LABOUR ORGANIZATIONS (ORGANIZED AND UNORGANIZED)
PAPER D.L.L.: 1282.:	LAWS RELATING TO INDUSTRIAL RELATIONS AND WAGES
PAPER D.L.L.: 1283.:	LAWS RELATING TO CHILD & WOMEN LABOUR
PAPER D.L.L.: 1284.:	LABOUR WELFARE, INDUSTRIAL SAFETY & HEALTH AND MINOR LEGISLATIONS
PAPER D.L.L.: 1285:	LABOUR JURISPRUDENCE AND THE INTERNATIONAL LABOUR ORGANIZATION (I.L.O.)
PAPER D.L.L.: 1286.:	DISSERTATION

OBJECTIVES OF THIS DIPLOMA COURSE:

The twenty-first century witnessed the development of Industrial jurisprudence in the country. This course is an attempt to study the laws relating to labour jurisprudence, industrial relations, industrial safety and health, wages, working conditions of workers in various shops and commercial establishment in the country and to impart the students with an overview of judicial perspective on the recent labour legislations and finally it deals with the latest trend and developments in the Labour Laws. To strengthen the *research aspect* of the students at the post graduate level in the legal stream, the last paper of this course has been proposed as “Dissertation” topic of which should relate to the recent topic in the field of this PG Course strictly subject to the guidelines issued by this University so as to make the students well equipped in the research skills. The students of this PG Diploma course are also advised to visit the official websites of various domestic and international labour organizations/labour ministries for updated/amended legislations prescribed in the syllabus.

**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 theory 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 Turnover and Absenteeism; Unemployment Guarantee Scheme; Unorganized Labour- Magnitude. Problems and Public Policy on Unorganized Labour; Integrated Rural Development Programmes and Labour

Labour Statistics: Labour Statistics and Labour Standards in I.L.O. (Basic Overview); 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

The Unorganized Workers Social Security Act, 2008: Need; Importance; Objectives; Definitions; Concept; Key Features of the Act; Social security benefits; National Social Security Board for unorganized workers; State Social Security Board for unorganized workers; Registration; Miscellaneous;

SUGGESTED READINGS:

- ★ 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. Reynolds: Labour Economics.
- ★ P. Sharma and Desai: The Rural Economy of India.
- ★ R. Desai: The Rural Sociology of India.
- ★ R. Mukerjee: Labour Planning.
- ★ The Collection of Statistics Act, 2008
- ★ Labour Welfare: <https://labour.gov.in/labour-welfare>
- ★ I.L.O. Official Website (Labour Statistics): <https://www.ilo.org/global/statistics-and-databases/lang--en/index.htm>
- ★ I.L.O. Official Website (Labour Standards): <https://www.ilo.org/global/standards/lang--en/index.htm>

PAPER D.L.L.: 1282.:

LAWS RELATING TO INDUSTRIAL RELATIONS AND WAGES

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the theory 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; Emerging Issues;

The Trade Unions Act, 1926 (including the Amendment Act, 2001): [Limited to Basic Overview] Need; Importance; Objectives; Definitions; Concept; Key Features of the Act including: Registration of Trade Unions; Rights and liabilities of Registered Trade Unions; Regulations and Judicial Responses; Offences, Penalties and Procedure;

The Industrial Disputes Act, 1947: [Limited to Basic Overview] Need; Importance; Objectives; Definitions; Concept; Key Features of the Act including: *Authorities* under this Act; Strikes and Lock-outs; Lay-off and Retrenchment; Unfair labour practices; Offences, Penalties and Procedure and Judicial Responses;

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

The Minimum Wages Act, 1948: [Limited to Basic Overview] Need; Importance; Objectives; Definitions; Concept; Key Features of the Act including: Minimum rate of wages; Procedure for fixing and revising minimum wages; Advisory Board; Central Advisory Board; Maintenance of registers and records; Inspectors; Claims; Single application in respect of a number of employees; Penalties for certain offences; Cognizance of offences; Offences by companies;

The Payment of Wages Act, 1936 {including the Amendment Act(s) of 2005 and 2017}: [Limited to Basic Overview] Need; Importance; Objectives; Definitions; Concept; Key Features of the Act(s); Penalties & Procedures;

The Payment of Bonus Act, 1965 {including the Amendment Act(s) of 2007 and 2016}: [Limited to Basic Overview] Need; Importance; Objectives; Definitions; Concept; Key Features of the Act(s); Penalties & Procedures;

SUGGESTED READINGS:

Central Labour Ministry Website: <https://labour.gov.in/industrial-relations>

Central Labour Ministry Website: <https://labour.gov.in/wagess>

PAPER D.L.L.: 1283.:

LAWS RELATING TO CHILD & WOMEN LABOUR

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the theory 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.

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

The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 (including the Amendment Act, 2016):

Need; Importance; Objectives; Definitions; Concept; Key Features of the Act(s); Prohibition of Employment of Children In Certain Occupations And Processes; Regulation of Conditions of Work of Adolescents; Miscellaneous; Offences, Penalties and Procedure;

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

SUGGESTED READINGS:

Central Labour Ministry Website:

- <https://labour.gov.in/industrial-safety-health>
- <https://labour.gov.in/whatsnew/child-labour-prohibition-and-regulation-amendment-act-2016>
- https://labour.gov.in/sites/default/files/The_Child_and_Adolescent.pdf
- https://labour.gov.in/sites/default/files/Notification_for_enforcementofchild.pdf

PAPER D.L.L.: 1284.:

LABOUR WELFARE, INDUSTRIAL SAFETY & HEALTH
AND MINOR LEGISLATIONS

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

- (1) There shall be ten questions in the theory 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, Industrialization and Social Change and Social Problems of Industrial Relations;

Industrial Safety & Health:

The Factories Act, 1948: Need; Importance; Objectives; Definitions; Concept; Key Features of the Act; the Inspecting Staff; Health; Safety; Provisions Relating To Hazardous Processes; Welfare; Working Hours of Adults; Employment of Young Persons; Annual Leave With Wages; Special Provisions; Offences, Penalties and Procedure;

Minor Legislations:

The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013: Need, Importance, Objectives; Definition, Concept, Key Features of these Acts, Offences, Penalties and Procedure; and Judicial Responses;

The Employees' Compensation Act, 1923 (including the Amendment Act, 2017): Need; Importance; Objectives; Definitions; Concept; Key Features of the Act(s); Penalties & Procedures;

SUGGESTED READINGS:

- ★ Central Labour Ministry Website:
<https://labour.gov.in/industrial-safety-health>
- ★ 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.
- ★ Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- ★ The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013

PAPER D.L.L.: 1285.:

**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 theory 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 Welfare Jurisprudence; Natural Justice, Concept of Social Justice and Labour; *Constitution of India, 1950 [Articles: 14,19,21,23-24, 38, and 41-43A]*; Meaning, Scope, Importance and Theories of Labour Welfare: The Policing Theory, The Religious Theory, The Philanthropic Theory, The Paternalistic or Trusteeship Theory, The Placating Theory, The Public Relations Theory and The Functional Theory; Basic Concepts; Labour and Judicial Process and Public Interest Legislation; Judicial Responses;

International Labour Organization (I.L.O.): Need, Importance, Objectives; Definition, Concept, Key features and History of the Organization; *2030 Development Agenda*, Economic and Social Development; I.L.O. Conventions and Problems in their Ratification; I.L.O. & Regional Conferences; International Labour Standards and Labour Legislations in India; Mission and Impact of I.L.O.; I.L.O. and Human Rights in India;

SUGGESTED READINGS:

- ★ ILO Official Website: <https://www.ilo.org/global/lang--en/index.htm>
- ★ Ministry of Labour and Employment: List of Enactments in the Ministry: <https://labour.gov.in/list-enactments-ministry>
- ★ ILO Official Website:
<https://www.ilo.org/global/about-the-ilo/lang--en/index.htm>
<https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/member-states/lang--en/index.htm>
- ★ India and ILO: <https://labour.gov.in/lcandilasdivision/india-ilo>

PAPER D.L.L.: 1286.:

DISSERTATION

SCHEME OF PAPER:

MAX. MARKS: 100

MIN. PASS MARKS: 40

This paper will have two Components:

- a) Dissertation (Written Part) 70 Marks (To be evaluated by three different experts)
b) Viva – Voce (External) 30 Marks (To be conducted by the University)

The candidate must pass in Parts A and B separately. For passing, he/she shall be required to obtain 40 percent marks in each part, i.e. 28 marks out of 70 and 12 marks out of 30.

OBJECTIVES OF THE COURSE:

This paper consists of the “Dissertation” which will comprise of writing a short thesis on a leading / recent topic which should relate to any of the five various papers of this PG Diploma Course so as to make the student become skilled at the related legislation of the selected topic in details which will, at large, test the research capabilities, aptitude and skills of the candidate followed by Viva-Voce in the subject to test the overall presentation skills of the candidate.

A) Dissertation (Written Part)

70 Marks

Sequence of Pages: Cover Page/ Certificate/ Declaration/ Acknowledgments/ Abbreviations/Table of Cases/ Contents/ Main Text/ Bibliography/ Appendixes

Note: The Students are advised to refer to the samples but in no case it should limit the creativity in writing.

B) Viva – Voce (External)

30 Marks

Dissertation shall be evaluated by one Internal and one External Examiner and the decision of External Examiner shall be final and binding.

GENERAL GUIDELINES RELATING TO DISSERTATION:

- ⊗ The dissertation should be minimum of 100 (one hundred) pages in total, shall be hard bound and top cover page shall be **DARK NAVY BLUE** with **SILVER** embossing of letters.

- ⊗ The Viva-Voce for the Dissertation shall be conducted by One Internal and One External Examiner.
- ⊗ For the Viva-Voce, the candidate shall prepare a 10-15 Minutes PPT or Oral Presentation of the research work in consultation with his/her supervisor which he/she shall be required to present before the External Examiner on a date fixed by the University in each Academic Session as per rules.
- ⊗ To pass this paper, it is mandatory for the candidate to appear in the Viva-Voce personally, in the same academic session, on the date notified by the University.
- ⊗ No Grace Marks shall be awarded for Viva-Voce Examination.
- ⊗ Four (04) Copies of Dissertation shall be submitted by the candidate to the University on or before the last date mentioned in the notice issued by the University [Three for External Examiners and One for Supervisor].
- ⊗ There shall be no revaluation of the dissertation.
- ⊗ EACH SUPERVISOR SHALL ENSURE THAT THE DISSERTATION SUBMITTED BY THE CANDIDATE QUALIFIES THE RESEARCH ETHICS.