



## POST GRADUATE DIPLOMA IN LABOUR LAW FIRST SEMESTER

| PAPERS CODE | PAPERS NAME  | INTERNAL   | EXTERNAL   | TOTAL      |
|-------------|--|------------|------------|------------|
| PGDLL-101   | Principles of Labour Law                           | 40         | 60         | 100        |
| PGDLL-102   | Industrial Law                                     | 40         | 60         | 100        |
| PGDLL-103   | Labour Welfare Laws                                | 40         | 60         | 100        |
| PGDLL-104   | Law relating to Women, Children and Senior Citizen | 40         | 60         | 100        |
| Total       |  | <b>160</b> | <b>240</b> | <b>400</b> |

## SECOND SEMESTER

| PAPERS CODE | PAPERS NAME            | INTERNAL   | EXTERNAL   | TOTAL   |
|-------------|------------------------|------------|------------|---|
| PGDLL-201   | Social Welfare Laws    | 40         | 60         | 100   |
| PGDLL-202   | Labour Jurisprudence   | 40         | 60         | 100   |
| PGDLL-203   | Law and Social Justice | 40         | 60         | 100   |
| PGDLL-204   | Factory Law            | 40         | 60         | 100   |
| PGDLL-205   | <b>PRACTICAL</b>       | 50         | 50         | 100 Marks<br>(50 marks for External and 50 marks for presentation before committee) |
| Total       |                        | <b>210</b> | <b>290</b> | <b>500</b>  |

## **1<sup>st</sup> SEMESTER**

### **PGDLL-101 Principles of Labour Law**

#### **Learning Objective**

The course aims at acquainting the students with basics relating to Industrial Jurisprudence and also Labour Policy in India. It also provides an elementary understanding of the concept of Industrial Peace and Labour Harmony as well as understanding of everyday application of labour laws. The course aims at providing extensive knowledge regarding the basis of Industrial Relations, Social Equity, Social Security, Growth of Labour Legislation In India and Government Schemes for welfare of Labour Classes so that students do not face any difficulty while handling practical cases in future as an advocate.

#### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section. These questions shall carry 12 marks each.

#### **Unit1**

Industrial Jurisprudence  
Labour Policy in India  
Labour problems in India  
Need of Labour Laws in India

#### **Unit 2**

Industrial Peace and Labour Harmony  
Industrial Relations  
Social Justice

#### **Unit 3**

Social Equity  
Social Security  
Growth of Labour Legislation In India

#### **Unit 4**

Emergence of Labour Classes  
Government Schemes for welfare of Labour Classes  
The International Labour Law Organization and implementation of its rules in India.  
Role of Labour Law & ILLO in safeguarding of industrial workers.

#### **REFERENCE BOOKS:**

- 1) Respective Bare acts
- 2) Misra S.N. ,Labor and Industrial Laws
- 3) John Bowers and Simon Honeyball, Text book on Labour laws
- 4) Sinha. D.R. N., Indu Balasinha & Semma Priyadarshini Shekar, Industrial Relations, Trade Unions and Labor Legislation

- 5) Srivastava, Industrial Relations and Labour Laws
- 6) Tax Mann, Labour Laws, 2008.
- 7) Piyali Ghosh, Industrial Relations and Labour Laws
- 8) Padhi PK, Industrial Relations and Labour Laws

## **PGDLL-102 Industrial Law**

### **Learning Objective**

The course aims at acquainting the students with the Basic concepts of Industrial Dispute and the Industrial Dispute Act, 1947 and also puts those concepts in their practical perspective. It also provides an elementary understanding of the authorities under Industrial Dispute Act as well as penalties and offences under Industrial Dispute Act. The course aims at providing extensive knowledge regarding Industrial Dispute Act, Powers and Duties of Authorities, the Industrial Employment (Standing Orders) Act, 1946 and the Industrial (Development and Regulation Act), 1951 to the students so that students do not face any difficulty while handling practical cases in future as an advocate.

### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section. These questions shall carry 12 marks each.

### **Unit 1**

The Industrial Dispute Act, 1947

Scope and Object of the Act

Main Features of the Act

Definitions: Industry, Industrial Dispute, Lay-Off and Lock-Out, Retrenchment, Strike, Wages, Workman

### **Unit 2**

Powers and Duties of Authorities under the Industrial Dispute Act, 1947

Provisions relating to Strikes lock outs, lay off Retrenchment,

Unfair Labour Practices

Penalty and Compensation

### **Unit 3**

The Industrial Employment (Standing Orders) Act, 1946

Definitions

Scope and Objectives

Enforcement of the Act, Miscellaneous.

Preliminary and Standing Orders

Submission and Certification of Standing Orders

### **Unit 4**

The Industrial (Development and Regulation Act), 1951

Definitions, Central Advisory Council and Development Council, Direct Management and Control by Central Government, Management and Control of Industrial Undertaking owned by Companies in Liquidation, Miscellaneous

## **REFERENCE BOOKS:**

- 1) Respective Bare acts
- 2) Misra S.N. ,Labor and Industrial Laws
- 3) John Bowers and Simon Honeyball, Text book on Labour laws
- 4) Sinha. D.R. N., InduBalasinha&SemmaPriyadarshiniShekar, Industrial Relations, Trade Unions and Labor Legislation
- 5) Srivastava, Industrail Relations and Labour Laws
- 6) Tax Mann, Labour Laws, 2008.
- 7) Piyali Ghosh, Industrial Relations and Labour Laws
- 8) Padhi PK, Industrial Relations and Labour Laws

## **PGDLL-103 Labour Welfare Laws**

### **Learning Objective**

The course aims at acquainting the students with the Payment of Wages 1936 and also the Minimum Wages Act, 1948 . It also provides an elementary understanding of the Employees' State Insurance Act, 1948 and the Payment of Bonus Act, 1965. The course aims at providing extensive knowledge regarding Issues of wages, bonus and State Insurance to the students so that students do not face any difficulty while handling practical cases in future as an advocate.

### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section. These questions shall carry 12 marks each.

### **Unit 1**

The Payment of Wages – 1936  
Objective of the Act, Definitions,  
Rules for Payment of Wages,  
Deductions from wages  
Authorities under the Act

### **Unit 2**

The Minimum Wages Act, 1948  
Objective of the Act  
Constitutional Validity  
Salient Features of the Act  
Minimum Wage, Fair Wage, Living Wage  
Fixation of Wages

### **Unit 3**

The Employees' State Insurance Act, 1948  
Application and Scope of the Act  
Definitions: Dependent, Employment Injury, Employee, Employment, Employee, Factory,  
Immediate Employer, Disablement, Wages  
Employees' State Insurance Corporation  
Standing Committee

Medical Benefit Council  
Adjudication of Disputes and Claims

#### **Unit 4**

The Payment of Bonus Act, 1965

Scope and Application, Definitions, Computation of Gross Profits and Surplus, Eligibility for Bonus

Disqualification for Bonus

Minimum and Maximum Bonus

Penalty and offences

#### **REFERENCE BOOKS:**

1) Respective Bare acts

2) Misra S.N. ,Labor and Industrial Laws

3) John Bowers and Simon Honeyball, Text book on Labour laws

4) Sinha. D.R. N., InduBalasinha&SemmaPriyadarshiniShekar, Industrial Relations,

Trade Unions and Labor Legislation

5) Srivastava, Industrail Relations and Labour Laws

6) Piyali Ghosh, Industrial Relations and Labour Laws

7) Padhi PK, Industrial Relations and Labour Laws

### **PGDLL-104 Law relating to Women, Children and Senior Citizen**

#### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section.

These questions shall carry 12 marks each.

#### **Unit 1**

The Protection of Children from Sexual Offences (POCSO) Act, 2012: Definition of Child, Different Forms of Sexual Abuse and their definition, Sexual Harassment, Interview of Child, Special Courts, Mandatory Reporting, Punishment

#### **Unit 2**

Protection of Women from Domestic Violence Act, 2005: Need for the Act, Salient features of the Act, Identifying the various Acts of Domestic Violence, Definition of Domestic Violence, Authorities under the Act, Domestic Relationship, Shared House Hold, Criticism of the Act, Difference between 490A and PWDVA 2005

#### **Unit 3**

Maintenance and Welfare of Parents and Senior Citizens Act, 2007: Objectives of the Act, Salient features of the Act, Definition of Senior Citizens, Definition of Children, Maintenance, Parents, Relative and Welfare, Who can Demand, Application for Maintenance, Punishment, Case Laws

#### **Unit 4**

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Objectives of the Act, Salient Features of the Act, Definition of Sexual Harassment, Committee under the Act, Inquiry into Complaint, Duties of Employer, Duties and Powers of District Officer

#### **REFERENCE BOOKS:**

1) Respective Bare acts

2) Manjula, S.R.: The Children and Laws in India with reference to POCSO, 2012, Notion Press

- 3) Universal's Handbook on Protection of Women for Domestic Violence- Acts and Rules, Universal Law Publishing
- 4) A Handbook on the Maintenance and Welfare of Parents and Senior Citizens Act, 2007, Shroff Publisher
- 5) Kumar Gourav: Sexual Harassment at Workplace: A commentary and Digest on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and rules, Universal Law Publishing

## **2<sup>nd</sup> SEMESTER**

### **PGDLL-201 Social Welfare Laws**

#### **Learning Objective**

The course aims at acquainting the students with the Child Labour (Prohibition and Regulation) Act 1986 and also Bonded Labor System (Abolition) Act, 1976. It also provides an elementary understanding of the Labour Problems. The course aims at providing extensive knowledge regarding, Child Labour, bonded labour, Contract labour and the Maternity Benefit Act, 1961 so that students do not face any difficulty while handling practical cases in future as an advocate.

#### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section. These questions shall carry 12 marks each.

#### **Unit 1**

The Child Labour (Prohibition and Regulation) Act 1986  
Definitions, Control of Employment of Children, Regulation of Work, Penalties

#### **Unit 2**

Bonded Labor System (Abolition) Act, 1976  
Definitions, Authorities, Vigilance Committees, Offences, Miscellaneous

#### **Unit 3**

Contract Labour ( Regulations and Abolition ) Act, 1970

Definitions, Board, appointment of Licensing officer and grating and suspension of license, penalty and procedure

#### **Unit 4**

The Maternity Benefit Act, 1961

Application of the Act

Definitions

Authorities

Payment of Maternity Benefits

Penalty and Offences

#### **REFERENCE BOOKS:**

1) Respective Bare acts

2) Misra S.N. ,Labor and Industrial Laws

3) John Bowers and Simon Honeyball, Text book on Labour laws

4) Sinha. D.R. N., Indu Balasinha & Semma Priyadarshini Shekar, Industrial Relations, Trade Unions and Labor Legislation

5) Srivastava, Industrial Relations and Labour Laws

6) Tax Mann, Labour Laws, 2008.

7) Piyali Ghosh, Industrial Relations and Labour Laws

8) Padhi PK, Industrial Relations and Labour Laws

### **PGDLL-202 Labour Jurisprudence**

#### **Learning Objective**

The course aims at acquainting the students with Equal Remuneration Act, 1976 and the Mines Act, 1952. It also provides an elementary understanding of Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The course aims at providing extensive knowledge regarding equal remuneration, mines and provident funds laws so that students do not face any difficulty while handling practical cases in future as an advocate.

#### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section.

These questions shall carry 12 marks each.

#### **Unit 1**

Equal Remuneration Act, 1976

Salient Features of the Act

Overriding Effect of the Act

Duty of Employer to Pay Equal Remuneration

#### **Unit 2**

Authorities under Equal Remuneration Act, 1976

No Discrimination

Advisory Committee

Penalty and Offences

### **Unit 3**

The Mines Act, 1952

Definitions

Inspectors

Provisions relating to health and safety, working hours,

Leaves with wages

penalty and procedures.

### **Unit 4**

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952

Object and Scope of the Act

Employees' Provident Fund Schemes

Authorities under the Act

### **REFERENCE BOOKS:**

1) Respective Bare acts

2) Misra S.N. ,Labor and Industrial Laws

3) John Bowers and Simon Honeyball, Text book on Labour laws

4) Sinha. D.R. N., InduBalasinha&SemmaPriyadarshiniShekar, Industrial Relations, Trade Unions and Labor Legislation

5) Srivastava, Industrail Relations and Labour Laws

6) Tax Mann, Labour Laws, 2008.

7) Piyali Ghosh, Industrial Relations and Labour Laws

8) Padhi PK, Industrial Relations and Labour Laws

### **PGDLL-203 Law and Social Justice.**

#### **Learning Objective**

The course aims at acquainting the students with The Workmen Compensation Act 1923. It also provides an elementary understanding of the Payment of Gratuity Act, 1972. The course aims at providing extensive knowledge regarding workmen compensation, gratuity and Statistics so that students do not face any difficulty while handling practical cases in future as an advocate.

#### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section. These questions shall carry 12 marks each.

### **Unit 1**

The Workmen Compensation Act 1923

Main features of the Act

Definitions: Commissioner, Compensation, dependent, employer, partial and Total disablement, Workman

Provisions for workmen Compensation



## **Unit 2**

Method of calculating wages  
Distribution of compensation  
Notice and claims of the accident  
Authorities  
Penalties

## **Unit 3**

The Payment of Gratuity Act, 1972  
Scope and Application  
Definitions  
Controlling Authorities  
Inspectors  
Recovery of Gratuity  
Payment of Gratuity  
Offences

## **Unit 4**

The Collection of Statistics Act, 1953  
Object and Scope  
Commercial Concern and Industrial Concern  
Powers and rights of Statistics Authority  
Offences and Penalty

## **REFERENCE BOOKS:**

- 1) Respective Bare acts
- 2) Misra S.N. ,Labor and Industrial Laws
- 3) John Bowers and Simon Honeyball, Text book on Labour laws
- 4) Sinha. D.R. N., InduBalasinha&SemmaPriyadarshiniShekar, Industrial Relations, Trade Unions and Labor Legislation
- 5) Srivastava, Industrail Relations and Labour Laws
- 6) Tax Mann, Labour Laws, 2008.
- 7) Piyali Ghosh, Industrial Relations and Labour Laws

## **PGDLL-204 Factory Law**

### **Learning Objective**

The course aims at acquainting the students with the Factories Act, 1948 and also application of the Act. It also provides an elementary understanding of Powers of Inspectors. The course aims at providing extensive knowledge regarding Provisions relating to Health, Safety, Trade Union and Apprentices so that students do not face any difficulty while handling practical cases in future as an advocate.

### **NOTE FOR STUDENTS (ON QUESTION PAPER)**

Attempt five questions from sections 1 to 5, selecting at least one question from each section.  
These questions shall carry 12 marks each.

## **Unit 1**

The Factories Act, 1948  
Interpretation of the Act  
Definitions: Harzadous Process, manufacturing Process, Worker, Factory, Occupier  
Powers of Inspectors

## **Unit 2**

Provisions relating to Health under the Factory Act, 1948  
Provisions for Hazardous Process  
Working Hours for Adult, Employment of Young person  
Annual Leave with wages  
Penalties and Offences

## **Unit 3**

The Trade Union Act, 1926  
Definitions, Registration of Trade Union,  
Recognition of Trade Union,  
Rights and Liabilities of Registered Trade Union.

## **Unit 4**

The Apprentices Act, 1961  
Definitions,  
Apprentices and their Trainings,  
Authorities

## **REFERENCE BOOKS:**

- 1) Respective Bare acts
- 2) Misra S.N. ,Labor and Industrial Laws
- 3) John Bowers and Simon Honeyball, Text book on Labour laws
- 4) Sinha. D.R. N., InduBalasinha&SemmaPriyadarshiniShekar, Industrial Relations, Trade Unions and Labor Legislation
- 5) Srivastava, Industrial Relations and Labour Laws
- 6) Tax Mann, Labour Laws, 2008.
- 7) Piyali Ghosh, Industrial Relations and Labour Laws
- 8) Padhi PK, Industrial Relations and Labour Laws

## **PGDLL-205 PRACTICAL**

**INTERNAL Assignment & VIVA-VOCE** (Examination/Presentation of the report shall be conducted a committee of three internal examiners constituted by Dean, Faculty of Law, SunRise University)