

D.L.L & L.W. Diploma

FACULTY OF LAW

No. 181



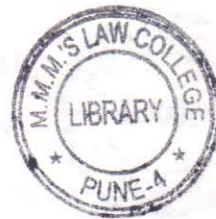
Revised Syllabus for the
**Diploma in Labour Laws and
Labour Welfare
(D.L.L. & L.W.)**

(From Academic Year 2002-2003)



UNIVERSITY OF PUNE

Price : Rs. 10/-



Publisher's Note

The University of Pune has great pleasure in publishing the Revised Syllabus for the **Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)** under the Faculty of Law.

It is hoped that this syllabus will be most useful to be students of this course.

On behalf of the University, I thank the experts and authorities of the University for their keen interest and whole hearted co-operation in bringing out this publication.

University of Pune
Ganeshkhind,
Pune-411 007. }

Dr. D. D. Deshmukh
Registrar

University of Pune

Circular No. 229 of 2003



Subject :—Syllabus - D.L.L.

It hereby notified for the information of all concerned that, the University Authorities have decided to Omit the below mentioned Act from Diploma in Labour Law Paper No. IV (Legislation Affecting condition of work No. 7 and 8)

- (1) The working Journalists and other News, Paper Employees (Conditions of Service) and Miscellaneous Provision Act 1955.
- (2) Building and other construction workers (Regulation of Employment and conditions of services Act 1996).

The above decision will come into force from Academic Year 2003-2004.

Ganeshkhind,
Pune-411 007
Ref. No. CB/3110
Date : 12-6-2003

Sd/- D. M. Devke
for Registrar

UNIVERSITY OF PUNE

Circular No. 251 of 2002

Subject : Revision of Syllabus of DLL and LW

It is hereby notified for the information of all concerned that the University Authorities have decided as below. Syllabus for the Diploma in Labour Laws and Labour Welfare (DLL and LW) has been revised as mentioned in Appendix.

The above decision will come into force from Academic Year 2002-2003.

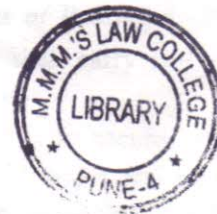
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for Registrar.



UNIVERSITY OF PUNE
REVISED SYLLABUS FOR THE
'DIPLOMA IN LABOUR LAWS AND LABOUR
WELFARE' (D.L.L. & L.W.)

Duration of the Course :

The duration of the Course shall be ONE academic year.

Eligibility for Admission :

To be eligible for admission, the candidate must be a graduate of any faculty either of this University or of any other University whose degrees are recognised as equivalent to the corresponding degree of this University.

Examination :

The Examination for Diploma in Labour Laws and Labour Welfare shall be held at the end of every academic year on the dates to be announced by the University of Pune.

Standards and Grades of Passing :

- (a) Each paper shall carry 100 marks and of three hours duration.
- (b) A candidate who secures a minimum 35% of marks in each paper and an aggregate of 50% and the candidate obtaining between 50% and 54% marks will be declared to have passed in Second class, between 55% and 59% marks shall be placed in Higher Second Class.



- (c) The candidate obtaining between 60% and 69% marks will be declared to have passed in First Class.
- (d) The candidates obtaining 70% and above will be declared to have marked in First Class with Distinction.

The candidates who obtains at least 50% of the full marks in a paper shall at his option, be exempted from the paper at subsequent examination, He/She shall, however have to pass remaining paper or papers in accordance with the standard of passing laid above, such exemption is for SIX YEARS ONLY.

The course of Study :

The Course of study leading to Diploma in Labour Laws and Labour Welfare consist the following compulsory papers :-

- ✓ Paper : I : Law Relating to Labour Management Relations.
- ✓ Paper : II : Social Security Legislation
- ✓ Paper : III : Principles of Wage Fixation and the Law of Wages,
- ✓ Paper : IV : Legislation Affecting Condition of Work.
- ✓ Paper : V : Practical Training - (Field Work Visits)

Revised Syllabus :

Paper : I : Law relating to Labour Management Relations.

Statutes :-

1. The Trade Union Act, 1926
2. The Industrial Employment (Standing) Orders Act, 1946
3. The Bombay Industrial Relations Act, 1946

4. The Industrial Disputes Act, 1947
5. The Maharashtra Recognition of Trade Union and prevention of Unfair Labour Practices Act, 1971.

Suggested Reading :

1. Shrivastav K. D. : The Trade Union Act, 1926
2. Shrivastav K.D. & Desai K.M. :
The Industrial Employment (standing) order Act, 1946
3. Sethki K.L. : The Bombay Industrial Relation Act, 1946
4. Malhotra O.P. : The Industrial Disputes Act, 1947.
5. Shrivastav K.D. : The Industrial Disputes Act, 1947.
6. Rustamjee : Law of Industrial Disputes.
7. S.B. Athare and Modagekar : The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. Malik P.L. : Handbook of Labour Law and Industrial Law.
9. Indian Law Institute : Law and Labour Management Relations in India.
10. Taxmann's : Labour Laws
11. Kothari G.L. : Labour Laws and Practice.
12. Pillai K. Madhavan : Labour and Industrial Law.
13. K.N. Subermanian Labour Management Relations

Paper : II Social Security Legislation :-

Statutes :-

1. The Workmen's Compensation Act, 1923
2. The Employee's states Insurance Act, 1948.
3. The Employee's Provident Funds and Miscellaneous Provisions Act, 1952.

- The Bombay Labour Welfare Fund Act, 1953.
- The Maternity Benefit Act, 1961.
- The Payment of Gratuity Act, 1972.

Commended Books :

- 1. Shrivastav K.D. : The Workmen's Compensation Act, 1923.
- 2. : The Employee's state Insurance Act, 1948
- 3. : The Employee's Provident Fund and Miscellaneous provisions Act, 1952. T.A. Raj Gopal, F.L. Barawala
- 4. : The Payment of Gratuity, 1972
- 5. Malik P.L. Handbook of Labour Law and Industrial Law.
- 6. Taxmann's : Labour Law.
- 7. Bakshi and Mitra : Work men's Compensation Act and Social Insurance legislation.
- 8. Ganguly : The Employee's State Insurance Act 1948.

Paper : III : Principles of wage Fixation and Law of Wages :-

Statutes :-

- 1. The Payment of wages Act, 1936
- 2. The Minimum Wages Act, 1948
- 3. The Payment of Bonus Act, 1965
- 4. Equal Remuneration Act, 1976.

Recommended Books :

- 1. Shrivastav K.D. : The Payment of wages Act, 1936
- 2. : The Minimum wages Act , 1948
- 3. : The Payment of Bonus Act, 1965

- 2. Prof. Rao S.B. : The concept of Bonus
- 3. Prof. Rao S.B. : Law and practice on Minimum wages
- 4. Kothari : Wages, D.A. and Bonus
- 5. Sethi R.B. : Payment of Wages and Minimum Wages

Paper : IV : Legislation Affecting Conditions of Work :-

Statutes :-

- 1. The Factories Act, 1948
- 2. The Bombay Shops and Establishment Act, 1948
- 3. Mines Act, 1952
- 4. Motor Transport Workers Act, 1961
- 5. The Contract Labour Act, 1970
(Regulation and Abolition)
- 6. Child Labour (Prohibition and Regulation) Act, 1986
- 7. The working Journalists and other News paper Employees (Conditions of service) and Miscellaneous Provisions Act, 1955
- 8. Building and other Construction workers (Regulation of Employment and Conditions of Service) Act, 1986
- 9. Bonded Labour System (Abolition) Act, 1776.

Suggested Readings :-

- 1. Rao, Prabhakar - Contract Labour Act, 1970
- 2. Srivastava K.D. - Commentary on Factories Act, 1948
- 3. Bhonsle Y.B. Contract Labour
(Regulation and Abolition) Act, 1970
- 4. Kharbanda - Commentary on Factories Act, 1948
- 5. Chaudhari D.H.- Bombay Shops and Establishment Act, 1948
- 6. Malik P.L.- Hand book of Labour Law and Industrial Law.
- 7. Takmann's : Labour Law

Paper : V : Practical Training :-**Field Work and Viva-Voce :**

It shall consist of the following :-

- | | |
|---|----------|
| (a) Maintaining a Journal | 25 marks |
| (b) Study Tour Reports (Field Work Visit) | 50 marks |
| (c) Viva-Voce | 25 marks |

 Total : 100 marks
(a) Maintaining a Journal :-

- (a) Every students will be required to keep a Journal of the Field work done during the course of his/her study.
- (b) The following are the details of the Journal :-
- | | |
|---|-------|
| (a) Article on Current Labour problems /Labour Topic | : One |
| (b) Study of Labour Cases - Supreme Court or High Court | : One |
| (c) Summary of Seminar / Moot Court / Guest Lectures/Group Discussion/Work shop | : Two |
| (d) Study of different forms / Returns / to be filled under varier Labour Laws | : One |

 Total : Five
(b) Study Tour Reports/ Field work visits Journal :-

150 marks

It shall include the following visits

- | | |
|-------------------------------------|-------|
| (a) Factory/ Industry | : Two |
| (b) Labour Court / Industrial Court | : One |

(c) Government Labour Department (Any one) :-

Any office of the Commissioner of Labour	: one
Any Office of Director, Safty and Health	
Any Office of the Regional Commissioner of Provident Fund	

(d) Trade Union Office :- OR Labour welfare centre :

One

(e) Office of the Local Manager - Employees state Insurance Corporation

One

 Total Visits : Six

Note : Each student will be required to submit a report not less than 30 pages on the work assigned to him/her in relation to the aforesaid field work visits

(c) Viva Voce (Oral) :-

The field work and viva voce shall be examined by the Teacher In-charge of the field work in the Institution concerned and one or more external examiners.

The Journals and study Tour Reports (Field work visits Journals) must be submitted in the college at least Three weeks before the commencement of the examination

**LIST OF BOOKS FOR PREPARING JOURNAL/
STUDY TOUR REPORTS / SEMINARS : GUEST
LECTURES / GROUP DISCUSSION :**

1. The Industrial Disputes Act, 1947.
by Malhotra, KD Shrivastav, Kothari.
2. The Industrial Employment (standing orders) Act, 1946.
3. The Indian Factories Act, 1948 by K.D. Shrivastav.
4. Time Keeping by K.D. Joshi and Bansod
5. The Payment of Bonus Act, 1965 Chopra/ Shrivastav
6. The Bombay Industrial Relations Act, 1946, Rai M.P. More.
7. The Employment state Insurance Act, 1948 by K.D. Shrivastav
8. Personnel Management by Yodar/ R.C. Goyal, Indian Institute of Management, Arun Monappa/ C.B. Manoria
9. Labour Welfare in Indian K.N. Vaid.
10. Trade Union Act, 1926, K.D. Shrivastav.
11. Principles of Labour Welfare - Murthy.
12. Labour problems and Social Welfare - R.C. Saxena.
13. Labour problems and Social Welfare in Indian by Memoria and Doshi, S.R. Saxena.
14. Labour economics and Welfare - Bhagoliwal T.N.
15. Labour problems in Industries - V.V. Giri.
16. Industrial Relations in India - Charles and Myres.
17. Payment of wages and Minimum Wages Act, by R.B. Shethi.
18. Industrial Law by P.C. Malik.

19. Report of National Commission on Labour, 1969.
20. Employees Provident Fund Act, 1952 by K.D. Shrivastav.
21. M.N. Rudrabasavaraj Dynamic Personnel Admiaistration Management of Human Resources.
22. R.S. Daver- personnel Management .
23. Punekar S.D. Labour Welfare, Trade Union, & Industrial Relations.
24. Mamoria - Dynamics of Industrial Relations.
25. K.N. Mishra : Labour Laws.

REFERENCE FOR STUDY OF LABOUR CASES :

1. Labour and Industrial Cases.
2. Supreme Court Labour Judgement.
3. Indian Factories and labour Reports.
4. The Industrial Court Reports.
5. Labour Gazette.
6. Labour Law (Journal) LL.J.
7. Labour Digest.
8. All Indian Reports (A.I.R.).
9. Supreme Court Cases, S.C.C.
10. C.T.R.