

# **VIKRAM UNIVERSITY, UJJAIN**

## **FACULTY OF LAW**

**D.L.L. (POST GRADUATE DIPLOMA IN LABOUR LAWS & LABOUR WELFARE)**

GENERAL RULES, SCHEMES OF EXAMINATION & SYLLABUS

ISSUED BY :

**PRINCIPAL**

SHRI JAWHARLAL NEHRU P.G. LAW COLLEGE,  
MANDSAUR (M.P.)

# VIKRAM UNIVERSITY, UJJAIN

## PROSPECTUS FOR POSTGRADUATE DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (D.L.L.)

### **DURATION :**

The Diploma Course Shall be one year's duration, that is, one full academic session,

### **JURISDICTION :**

Students residing in any part of the country fulfill in the admission requirements may apply for admission to this course.

### **ELIGIBILITY FOR ADMISSION :**

All post-graduate Students of Arts/Commerce/ Science having secured 45% marks and above in their respective postgraduate examination as well as those who have passed LL.B. (professional) regular course of 3 year or 5 year from this University. Or any other University recognized for the purpose by this University. Shall be permitted to appear at the examination for the course in Labour Law and Labour Welfare a regular course.

### **CONDITION FOR ADMISSION :**

A candidate desiring admission to this Diploma shall have to apply on the prescribed application form. The application form shall be complete in all respects and be accompanied with,

1. True copies of the marks-sheet of the last examination (for calculating the aggregate marks send semester wise or examination wise copy of the marks-sheet).
2. Certificate of Age.
3. A certificate of the competent authority certifying that he or she belongs to SC/ST/Defence personal/Disabled persons in case of student getting concession under the category.
4. A candidate after he/she receives the letter of admission in the course, shall send immediately the original copies of the following documents and admission fees :
  - (i) Original Marks-sheet of the qualifying examination.
  - (ii) Migration Certificate/Transfer Certificate.
  - (iii) Three copies of pass-port size photograph.
  - (iv) Eligibility certificate (out of Vikram University)
  - (v) Enrolment form (if not enrolled)
  - (vi) Fees as indicate by the principal in the prospectus.

### **ADMISSION FORMULA :**

1. Candidates shall be admitted on merit basis calculated among others on basis of marks obtained at the qualifying examination and such other criteria, if any, as may be laid down from time to time.
2. Admission shall be supervised by a committee constituted by the Principal, only sixty students shall be admitted in this course.

### **COURSES :**

The Diploma course shall comprise of the following papers.

1. Industrial Relations,.
2. Labour welfare.
3. Labour organizations and Personnel Management.
4. Wages and Social Security Legislation.
5. Essay or Dissertation.

### **DISCLAIMER :**

The statements made in this prospectus and all other information contained herein are believed to be correct at the time of the publication. However the college reserves the right to make at any time without notice, changes in and additions to the regulations, requirements for degrees of the diploma fees and any other information or statements/rules contained in this prospectus. No responsibility will be accepted by the college for hardship or expenses incurred by its students or any other persons for such changes, additions omissions of errors no matter, no matter how they are caused.

## **SYLLABUS :**

Syllabus for diploma in labour laws & labour welfare :

### **Paper Ist : Industrial relations**

Industrial development and planning : Labour force, its composition and characteristics size. Trade union movement theories. Trade unionism in U.K. and U.S.A. with special reference to India. The role of the trade union in modern industrial society of India. Trade union of employees and workers, forms and types in India. Industrial relation, collective bargaining voluntary arbitration and labour management in India.

### **BOOKS RECOMMENDED FOR STUDY :**

1. Punekar S.D. : Trade unionism in India
2. Isaki H. : Trade unionism and society
3. Myres C. : Industrial Relation in India
4. The Indian trade union Act. 1926
5. The industrial disputes Act. 1947
6. Giri, V.V. : Labour Problems in Indian Industry
7. Aspley and whitmore : Industrial Relation Hand Book
8. I.L.O. : Conciliation and Arbitration in Industrial Disputes
9. The Indian Labour year book
10. Barwell and Kar : Law of service in India Vol. II 1956, Service in industry
11. Code of discipline in industry, 1958
12. Industrial employment standing order 1946
13. S.L. Agarwal : Labour relation in India 1978
14. I.L.I. : Labour law and labour relations, 1968

### **CASES PRESCRIBED :**

1. The buckingham and carnatic co. Ltd. V/s their workmen (1951-52) Vol. III, I. F.J.
2. Inland navigation worker's union in Re. A.I.R. 1936 Cal.57
3. Bangalore water supply V/s A. Rajappa, A.I.R. 1978 S.C. 548
4. R.S. Raikar V/s Euperor, A.I.R. 1935 Nag 149

### **PAPR II : LABOUR WELFARE :**

Historical background of Indian working class, working condition in Factories and mines. State regulation and control of working conditions, working hours and condition of employment in Indian industries, Labour welfare, theories of labour welfare under the five year plans.

### **BOOK RECOMMENDED :**

1. Indian Factories Act. 1948
2. Barwell and Kar : Law3 of Service in India Service in Industry Vol. II, 1956
3. Govt.of India : An Analysis of Industrial Publication (1960) Awards
4. Motor Transport Workers Act. 1961
5. Indian Mines Act. 1952

### **CASES PRESCRIBED :**

1. Bridhi chand Sharma V/s First civil Judge, Nagpur (1951) Vol. XX, I.F.J.
2. Alembic chemical works Co. Ltd. V/s Workman (1960-61) Vol. XX, I.F.J. 78
3. Jemini Studio, madras V/s The state (1952) Vol. IV I.F.J. 329

### **PAPER III : LABOUR ORGANIZATIONS :**

1. International Labour Organization – Constitution Conventions, Recommendations, Impact of I.L.O. on India.
2. (a) Employment, unemployment and underemployment  
(b) Labour turn-over  
(c) Industries (Development & Regulations0 Act. 1951
3. Industrial Psychology

**BOOK RECOMMENDED :**

1. I.L.O. : Labour Legislation in India
2. I.L.O. : Constitution of I.L.O.
3. I.L.O. : International Labour Code I, Vols, I & II
4. I.L.O. : Asian Labour Law
5. Indian Labour Year Book
6. An analysis of Industrial Awards
7. Indian Labour Journal
8. G.A. Johnston : International Labour Organization
9. In Th.H. Harsel : Industrial Psychology

**PAPER IV WAGES AND SOCIAL SECURITY LEGISLATION :**

The economics of wages, minimum fair and living wages, methods of wages fixation wages differentials dearness. Allowance and other fringe benefits Bonus, Gratuity, Machinery of regulation of minimum wage Boards.

**BOOK RECOMMENDED :**

1. Giri V.V. : Labour problems in Indian Industry
2. Payment of wages Act, 1936
3. Minimum wages Act, 1948
4. Workmen's Compensation Act, 1923
5. Employees State Insurance Act, 1948
6. Employees provident fund Act, 1952
7. Indian Machinery Benefits Act, 1951
8. Barwell & Kar : Law service in India Vol. II 1956 service in industries.
9. Bonus Act, 1965
- 10.S.B. Nigam : State Regulation of Minimum wages.
- 11.Gratuity Act, 1972

**CASES PRESCRIBED :**

1. Express Newspaper Private (Ltd.) V/s Union of India (1958-59) Vol. XIV I.F.J. 41.
2. Rashtriya Mill Mazdoor sangh, Bombay V/s Mill owners Association, Bombay (1952-53) Vol. IV, I.F.J. 133.
3. Sayrastra Salt Mfg. Co. V/s bai Valu Raja & others (1958-59) Vol. XIV, I.F.J. 351.

**PAPER V : ESSAY OR DISSERTATION :**

**Following topics for essay have been prescribed :-**

1. Compensatory Jurisprudence of Supreme Court
2. Woman and the Law
3. Child Labour is child not in school
4. Worker's Participation in Management
5. Labour Welfare Legislation
6. Public Interest Litigation and Bounded Labour
7. International Labour Organization
8. Social Justice and Constitution
9. Social Security
10. Collective bargaining in Industrial Labour
11. Rights and Problems of Unorganized Labour
12. Gender bias in Labour Legislation
13. Intellectual Labour and Intellectual Property
14. Labour Education in India
15. Equal pay for Equal Work.

Prospectus will be governed by the general ordinance of examination.