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Recognized by Government of Maharashtra & Affiliated
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Diploma in Labour Laws & Labour Welfare

(From the Academic Year 2004-2005 onwards)

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University of Pune, Rules for D.I.P.R.
(With effect from 2004-2005)

Duration of the Course - Duration of the course shall be one academic year commencing from June only.

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 recognized as equivalent to the corresponding degrees of this university.

Examination - The examination for Diploma in Labour Laws and Labour Welfare shall be held at the end of the every academic year, on the dates to be announced by the University. Second held examination may be held in case of students who have failed.

Standard 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 Candidate obtaining between 70% and above will be declared to have passed in First Class with Distinction.

The Candidate 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 & the Law of Wages
- Paper IV Legislation Affecting Condition of Work
- Paper V Practical Training – (Field Work Visits)

THE COURSE OF STUDY:-

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

Paper I: Law Relating to Labour Management Relations

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 Books: -

- 1) Shrivastav, K. D.: The Trade Union Act, 1926
- 2) Shrivastav, K. D. & Desai, K. M.: The Industrial Employment (Standing) Orders Act, 1946
- 3) Sethi, K. L.: The Bombay Industrial Relations 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) Athare, S. B. & Modagekar : The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971
- 8) Malik, P. L.: Handbook of Labour Law & Industrial Law
- 9) Indian Law Institute: Law & Labour Management Relations in India.
- 10) TaxmanÅs: Labour Laws
- 11) Kothari, G. L.: Labour Laws and Practice
- 12) Pillai, K. Madhavan: Labour & Industrial Law
- 13) Subramanian, K. N.: Labour Management Relations

Paper II: Social Security Legislation

Paper II – Social Security Legislation:

Statutes: -

- 1) The Workmen's Compensation Act, 1923
- 2) The Employees' State Insurance Act, 1948
- 3) The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
- 4) The Bombay Labour Welfare Fund Act, 1953
- 5) The Maternity Benefit Act, 1961
- 6) The Payment of Gratuity Act, 1972

Recommended Reading Books: -

- 1) Shrivastav, K. D.: The Workmen's Compensation Act, 1923
: The Employees' State Insurance Act, 1948
: The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
: The Payment of Gratuity Act, 1972
- 2) Malik, P. L.: Handbook of Labour Law & Industrial Law
- 3) Taxmann's: Labour Law
- 4) Bakshi & Mitra: The Workmen's Compensation Act & Social Insurance Legislation
- 6) Ganguly: The Employees' State Insurance Act, 1948

Paper III: Principles of Wage Fixation & the Law of Wages

Paper III – Principles of Wage Fixation & Law of Wages:

Statutes: -

- 7) The Payment of Wages Act, 1936
- 8) The Minimum Wages Act, 1948
- 9) The Payment of Bonus Act, 1965
- 10) Equal Remuneration Act, 1976

Recommended Reading Books: -

- 1) Shrivastav, K. D.: The Payment of Wages Act, 1936
: The Minimum Wages Act, 1948
: The Payment of Bonus Act, 1965
- 2) Prof. Rao, S. B.: The Concept of Bonus
- 3) Prof. Rao, S. B.: Law & Practice on Minimum Wages
- 4) Kothari: Wages, D. A. & Bonus
- 5) Sethi, R. B.: Payment of Wages and Minimum Wages

Paper IV: Legislation Affecting Condition of Work

Paper IV – Legislation Affecting Conditions of Work:

Statutes: -

- 11) The Factories Act, 1948
- 12) The Bombay Shops & Establishment Act, 1948
- 13) Mines Act, 1952
- 14) Motor Transport Workers Act, 1961
- 15) The Contract (Regulation & Abolition) Labour Act, 1970
- 16) Child Labour (Prohibition & Regulation) Act, 1986
- 17) Bonded Labour System (Abolition) Act, 1976

Recommended Reading Books: -

- 1) Rao, Prabhakar: Contract Labour Act, 1970
- 2) Srivastava, K. D.: Commentary on Factories Act, 1948
- 3) Bhosale, Y. B.: The Contract (Regulation & Abolition) Labour Act, 1970
- 4) Kharbanda: Commentary on Factories Act, 1948
- 5) Chaudhari, D. H.: The Bombay Shops & Establishment Act, 1948
- 6) Malik, P. L.: Handbook of Labour Law & Industrial Law
- 7) Taxmann: Labour Law

Paper V: Practical Training – (Field Work Visits)

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
 - b. Study of Labour Cases – Supreme Court or High Court
 - c. Summary of Seminar / Moot Court / Guest Lectures
/ Group Discussion / Work Shop
 - d. Study of different forms / Returns / to be filled under
Various Labour Laws

B. Study Tour Reports / Field Work Visits: - Journal.

It shall include the following visits

- a) Factory / Industry
- b) Labour Court / Industrial Court
- c) Government Labour Department (Any one)
 - Any Office of the Commissioner of Labour
 - Any Office of the Director, Safety & Health
 - Any Office of the Regional Commissioner of Provident fund
- d) Trade Union Office **OR** Labour Welfare Centre
- e) Office of the Local Manager – Employees State Insurance Corporation

Note: - Each student will 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 & 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, Shrivastav (K. D.), Kothari
- 2) The Industrial Employment (Standing Orders) Act, 1946
- 3) The Indian Factories Act, 1948 By Shrivastav, K. D.
- 4) Time Keeping By Joshi, K. D. and Bansod
- 5) The Payment of Bonus Act, 1965 Chopra / Shrivastav
- 6) The Bombay Industrial Relations Act, 1946 Rai and More, M. P.
- 7) The Employment State Insurance Act, 1948 By Shrivastav, K. D.
- 8) Personnel Management By Yodar / Goyal, R. C. / Indian Institute of Management / Arun Monappa/ Manoria, C. B.
- 9) Labour Welfare in India By Vaid, K. N.
- 10) Trade Union Act, 1926 By Shrivastav, K. D.
- 11) Principles of Labour Labour.