

**UNIVERSITY COLLEGE OF LAW
MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR**



SYLLABUS

(Session 2017-18)

**DIPLOMA IN LABOUR LAW, LABOUR WELFARE AND
PERSONNEL MANAGEMENT**



MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR
FACULTY OF LAW
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PAPER – I (PAPER CODE - 7921) : (PAPER NAME - **INDUSTRIAL RELATIONS**)

Max. Marks: 100

Min. Marks: 40

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 :

- Punekar, S.D. : Trade Unionism in India
Isaki, H. : Trade Unionism in New Society
Myres C. : Industrial Relations in India
The Indian Trade Union Act, 1926
The Industrial Disputes Act, 1947
Giri, V.V. : Labour Problem in Indian Industry
Aspley and Whitmore : Industrial Relation Hand Book
I.L.O. : Conciliation and Arbitration in Industrial Disputes
The Indian Labour Year Books
Barwell and Kar : Law of Service in India Vol. II 1956, Service in Industry
Code of Discipline in Industry, 1958
S.L. Agarwal : Labour Relations in India 1978
I. L. I. : Labour Law and Labour Relations 1968

Cases Prescribed :

1. The Buckingham and Carnatic Co. Ltd. V. Their Workmen A.I.R. 1953, S.C. 47
2. Inland Navigation Worker's Union in Re. A.I.R. 1936, Cal. 57
3. R.S. Raikar V. Emperor, A.I.R. 1935, Nag. 149
4. Bangalore Water Supply V. a. Rajapa, A.I.R. 1978, SC 548



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PAPER – II (PAPER CODE - 7922) : (PAPER NAME – **LABOUR WELFARE**)

Max. Marks: 100

Min. Marks: 40

Historical Background of Indian Working class, working conditions in Factories & Mines, State regulation and control of working conditions, working hours & condition of employment in Indian Industries, Labour Welfare Theories of Labour Welfare, Labour Welfare under the Five Year Plans.

Books Recommended :

Indian Factories Act, 1948

Barwell and Kar : Law of Service in India. Service in Industry Vol. II 1956

Govt. of India : An Analysis of Industrial Awards

Publication 1960

Motor Transport Workers Act, 1961

Indian Mines Act, 1952

Cases Prescribed :

1. Birdhi Chand Sharma V/s First Civil Judge, Nagpur, AIR 1961, SC. 644
2. Alembic Chemical Works Co. Ltd. V/s Workmen, AIR 1961, SC 484
3. Jemini Studio, Madras V/s The State (1952) Vol. IV; I.F.J. 329



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PAPER – III (PAPER CODE - 7923) : (PAPER NAME – LABOUR ORGANISATION AND PERSONNEL MANAGEMENT)

Max. Marks: 100

Min. Marks: 40

1. (i) International Labour Organisation - Constitution Conventions, Recommendation, Impact of I.L.O. on India.
- (ii) Employees' Organisation & Workers' Association
2. (a) (i) Concept of Personal Management
- (ii) Development of Personnel Management with Special Reference to India
- (iii) Functions & Status of Personnel, Officers, Recruitment Selections, Training, Promotions, Discharge & Dismissal.
- (b) Perspectives of Industrial Psychology & Human Relations in Industry

Books Recommended :

- I.L.O. : Labour Legislation in India
- I.L.O. : Constitutions of I.L.O.
- I.L.O. : International Labour Code I Vols. I & II
- I.L.O. : Asian Labour Law
- Indian Labour Year Books
- An Analysis of Industrial Awards
- Indian Labour Journal
- G.A. Johnston : International Labour Organisation



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PAPER – IV (PAPER CODE - 7924) : (PAPER NAME – **WAGES & SOCIAL LEGISLATION**)

Max. Marks: 100

Min. Marks: 40

The Economics of Wages, Minimum fair and living wages, Methods of wages fixation, wages differentials; Dearness Allowance and other fringe benefits; Gratuity; Machinery for regulation of minimum wages boards

Books Recommended :

Giri, V.V. : Labour Problems in Indian Industry

Payment of Wages Act, 1936

Minimum Wages Act, 1948

Workmen's Compensation Act, 1923

Employees' State Insurance Act, 1948

Employees' Provident Fund Act, 1952

Indian Maternity Benefits Act, 1961

Barwell & Kar : Law of Service in India, Vol.II 1956 Service in Industry

Payment of Bonus Act, 1965

S.B. Nigam : State Regulation of Minimum Wages

Payment of Gratuity Act, 1972

Cases Prescribed :

1. Express Newspaper Pvt. (Ltd.) V/s Union of India, AIR 1958, SC 578
2. Rashtriya Mill Mazdoor Sang Bombay V/s Mill Owners Association Bombay (1952-53) Vol. IV I.F.J. 133
3. Saurashtra Salt Mfg. Co. V/s Bai Valu Raja & Others, AIR 1958, SC 881



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**PAPER – V (PAPER CODE - 7925) : (PAPER NAME – LABOUR ECONOMICS,
INDUSTRIAL SOCIOLOGY AND LABOUR STATISTICS)**

Max. Marks: 100

Min. Marks: 40

1. (a) Industrial Development Heady, Large, Small Scale and Cottage Industries, Location, Finance and Planning.
- (b) Labour Force - Sources, Composition, Characteristics size etc.
- (c) Employment, Un-employment and under-employment
- (d) Labour turn-over and absenteesm.
2. (a) Industrial Sociology - Concept and development
- (b) Development of Industrial system in the West with special reference to India
- (c) Industry and Sociology theories.
- (d) Leadership, working class, division of labour and social problems of Industrial relations.
3. (a) Labour Statistics - Objects and importance
- (b) Growth of Labour Statistics in India
- (c) Labour Statistics relating to dispute. Wages strikes, lockouts, man-day lost, safety, health and welfare, working conditions, cost of living etc.



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PAPER – VI (PAPER CODE - **7926**) : (PAPER NAME – **INDUSTRIAL JURISPRUDENCE**)

Max. Marks: 100

Min. Marks: 40

- Concept and Growth of Labour Jurisprudence
- Concept of Social Justice, Natural Justice and the Labour Constitution of India, 1950 and the Labour
- Labour and Judicial Process and Public Interest Litigation.
- Tripartism; Voluntarism in Labour Relations and Code of Discipline in Industry.