

**POST GRADUATE DIPLOMA/ CERTIFICATE
COURSE IN LABOUR LAW AND SOCIAL
WELFARE**

Post Graduate Diploma/ Certificate Courses to be
started from session 2019-20 in MDU, Rohtak

Course Outcomes:

CO1 Attracting students to new legal doctoral programs.

CO2 The students can contribute a lot for the growth of cyber safety in society.

CO3 The research scholars can help to eliminate deficiencies in laws and public policies through their research work findings.

CO4 A good research can contribute in resolving many cyber problems. Further, it can also lead to the enactment of new legislations and amendment of the existing ones.

1. Course Description

PG Diploma in Labour Law and Social Welfare is 1- year postgraduate course and Certificate Course in Labour Law and Social Welfare is a 6 months Course fundamentally involving issues related to the issues in industry concerning the Labour. The course would cover the advent of the industrial and labour laws in India, world at large with reference to recent legislations and connected case laws.

2. Examinations

There shall be internal as well as semester end examination. The examination shall comprise of 100 marks in each course/Paper out of which 80 marks are for theory and 20 marks are for internal assessment. The examination schedule containing the date of receipt of examination forms with and without late fee shall be notified by the Controller of Examinations from time to time. The candidate is to clear all examinations within two years from the date of admission in case of Diploma and within one year from date of admission in case of certificate course. The candidate shall have to secure at least 40% marks separately in theory and internal assessment to pass the examinations.

3. The purpose and object of the course:

To introduce the Labour Law and Social Welfare in general

To explain about the various dimensions/aspects of labour laws

To enhance the understanding of problems arising out of industries and enable them to find solutions

To clarify the labour problems issues in the industry and the growth and development of the law in this regard

To educate about the regulation of labour laws at national and international level

4. Eligibility

-Graduate in any discipline from a recognized university with 45% marks for General and 40% Scheduled Tribes and Scheduled Tribes

-Students who have appeared for final year of examination of their bachelor's degree or are awaiting results can also apply, subject to successfully completing their bachelor's degree program at the date of counseling for admission specified by the university in the course.

5. Mode of Admission

On the Basis of Academic Merit.

Merit will be calculated according to Norms set by M.D. University, Rohtak

6. Duration of Course

Minimum 6 Months: On completion of 6 months or first semester the candidates will be given Certificate in Labour Law and Social Welfare (CCLLSW)

Maximum 1 Year: On completion of 1 year or two semesters the candidates will be given Post Graduate Diploma in Labour Law and Social Welfare (PGDLLSW)

7. Seats

Total No. of seats 30

Reservation Policy will be followed as per M.D. University Norms

8. Fees:

15,000 Certificate Course in Labour Law and Social Welfare

30,000 PG Diploma in Labour Law and Social Welfare

9. Employment Opportunities

The labour experts are in great demand in public and private organization, Law and IT firms, police department, corporate world, universities and this will continue to rise further in this age of industry. The various positions of employment are: Labour Lawyer, Labour Law Advisor, Labour Law Assistant, Labour Law Consultant, Research Assistant and Labour Law Auditors etc.

10. Medium of Instruction

The medium of instruction and examination will be English only

11. Scheme of the Course

The course comprises of Two Semesters:

Semester-I:

Sr. No.	Name of Paper	Code	Written	Internal	Total marks	Time
1.	Principles of Labour Law	PGDLLSW01	80	20	100	3 Hrs
2.	Industrial Law	PGDLLSW02	80	20	100	3 Hrs
3.	Labour Welfare Laws	PGDLLSW03	80	20	100	3 Hrs
4.	Factory Law	PGDLLSW04	80	20	100	3 Hrs
5.	Law relating to Women, Children and Senior Citizen	PGDLLSW05	80	20	100	3 Hrs

Semester-II:

Sr. No.	Name of Paper	Code	Written	Internal	Total marks	Time
1.	Social Welfare Laws	PGDLLSW06	80	20	100	3 Hrs
2.	Labour Jurisprudence	PGDLLSW07	80	20	100	3 Hrs
3.	Law and Social Justice	PGDLLSW08	80	20	100	3 Hrs
4.	*Project Report	PGDLLSW09	100 Marks (50 marks for External and 50 marks for presentation before committee)			

* The Project report submitted by the candidates shall be sent to the external examiner for evaluation. The Viva-Voce Examination/Presentation of the report shall be conducted a committee of three internal examiners constituted by Dean, Faculty of Law, MDU Rohtak.

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 1: Principles of Labour Law

Paper Code PGDLLSW01

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

**M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks**

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case 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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 2: Industrial Law

Paper Code: PGDLLSW02

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case 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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks

Unit1

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 3: Labour Welfare Laws

Paper Code: PGDLLSW03

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

**M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks**

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case law.

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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 4: Factory Law

Paper Code: PGDLLSW04

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

**M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks**

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case 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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks

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 Healthunder 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, 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

**POST GRADUATE DIPLOMA/CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 5: Laws relating to Women, Children and Senior Citizens

Paper Code PGDLLSW05

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

**M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination: 20 Marks**

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case law.

NOTE FOR STUDENTS (ON QUESTION PAPER)

Attempt four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks.

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 5: Social Welfare Laws

Paper Code PGDLLSW06

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

**M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks**

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case law.

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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks.

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 granting 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:

- 6) Respective Bare acts
- 7) Misra S.N. ,Labor and Industrial Laws
- 8) John Bowers and Simon Honeyball, Text book on Labour laws
- 9) Sinha. D.R. N., Indu Balasinha & Semma Priyadarshini Shekar, Industrial Relations, Trade Unions and Labor Legislation
- 10) Srivastava, Industrial Relations and Labour Laws
- 11) Tax Mann, Labour Laws, 2008.
- 12) Piyali Ghosh, Industrial Relations and Labour Laws
- 13) Padhi PK, Industrial Relations and Labour Laws

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 6: Labour Jurisprudence

Paper Code: PGDLLSW07

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

M.M: 100 Marks Time: 3 hours
Written Examination: 80 marks
Internal Examination : 20 Marks

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case law.

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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks.

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 7: Law and Social Justice

Paper Code: PGDLLSW08

Internal Assessment 20 Marks (10 Marks Internal Test, 5 Marks Assignment and 5 Marks of Attendance)

M.M: 100 Marks Time: 3 hours

Written Examination: 80 marks

Internal Examination : 20 Marks

NOTE FOR EXAMINER/PAPER SETTER

The question paper of each course will be divided into Five sections, each of the First Four Sections of the Question Paper will contain 2 questions respectively from Unit-1 to Unit-4 of the syllabus. The students will be required to attempt one question from each section. Section 5 of the question paper shall contain 8 short answer type questions of 3 marks each (without any choice) covering the entire syllabus. As such Section 5 will be compulsory. The examiner will be free to set the questions in problem forms based on case law.

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 four questions from sections 1 to 4, selecting at least one question from each section. These questions shall carry 14 marks each. Section 5 is compulsory and each question in this section shall carry 3 marks.

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

**POST GRADUATE DIPLOMA/ CERTIFICATE COURSE IN LABOUR LAW
AND SOCIAL WELFARE**

Paper 8: Project Report

Paper Code: PGDCL09

100 Marks: Project Report 50 Marks and Presentation before the Committee 50 Marks

The Project report submitted by the candidates shall be sent to the external examiner for evaluation. The Viva-Voce Examination/Presentation of the report shall be conducted a committee of three internal examiners constituted by Dean, Faculty of Law, MDU Rohtak.