MAHARSHI DAYANAND UNIVERSITY, ROHTAK

DEPARTMENT OF LAW

DIPLOMA

IN

LABOUR LAW AND SOCIAL WELFARE

Session 2020-21

Diploma in Labour Law and Social Welfare

Diploma in Labour Law and Social Welfare is 1- year 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.

1. Program Outcomes

PO -1 To introduce the Principles of Labour Law and Industrial Law

PO -2 To explain about the various laws relating to Women, Children and Senior Citizen

PO3- To enhance the understanding of Social Welfare Laws

PO-4 To clarify the labour problems issues in the industry and the law in this regard

PO -5 To educate about the regulation of labour laws at national and international level

2. Eligibility

Bachelor/Master degree with at least 45% marks (42.75% marks for SC/ST/ Blind/ Visually and Differently Abled candidates of Haryana only) in aggregate or any other examination recognized by M.D. University, Rohtak as equivalent thereto.

3. Intake Proposed and Seat Distribution as Per Reservation Policy

Seats

Name of Programme	**AIO**	**HOGC**	**SC**	**Deprived SC**	**BC (A)**	**BC (B)**	**DA/ PwD/ PH/ESM/ DFF**	**EWS**	**No. of sanctioned seats**
Diploma in Labor Law and Social Welfare	4	12	3	2	4	3	1	1	30

Total No. of seats 30
Reservation Policy will be followed

4. Proposed Fess

30,000 Diploma in Labour Law and Social Welfare

5. Scheme of the Examination

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

Note: The course comprises of Two Semesters:

Each Semester has 20 Credits.

The course comprises of Two Semesters:

Programme Structure for the Diploma in Labour Law and Social Welfare

Diploma Program (Both Semester 1 and Semester 2)					
Semester 1			**Semester 2**		
Course	**Credit**	**Hours/Week**	**Course**	**Credit**	**Hours/Week**
Principles of Labour Law and Labour Welfare	4	4	Social Welfare Laws	4	4
Industrial Law	4	4	Labour Jurisprudence	4	4
Law relating to Women, Children and Senior Citizen	4	4	Law and Social Justice	4	4
Internship	8	16	Project Report	8	16

Semester-I:

Sr. No.	Name of Paper	Code	Written	Internal	Total marks	Time
1.	Principles of Labour Law and Labour Welfare	20CPL11C1	80	20	100	3 Hrs
2.	Industrial Law	20CPL11C2	80	20	100	3 Hrs
3	Law relating to Women, Children and Senior Citizen	20CPL11C3	80	20	100	3 Hrs
4.	*Internship	20CPL11C4	200 Marks (150 marks for Internship Report and 50 marks for presentation before committee			

*The student has to undergo an internship for 15 days with the organization, advocate in the concerned filed. On completion of the internship, the student has to produce a certificate from such organization or advocate or renowned person to the effect that he/she has completed the internship. The student has to prepare a detailed internship report which will carry 150 marks. The Viva-Voce Examination/Presentation of the report for 50 marks shall be conducted by a committee of three examiners.

Semester-II:

Sr. No.	Name of Paper	Code	Written	Internal	Total marks	Time
1.	Social Welfare Laws	20DPL12C1	80	20	100	3 Hrs
2.	Labour Jurisprudence	20DPL12C2	80	20	100	3 Hrs
3.	Law and Social Justice	20DPL12C3	80	20	100	3 Hrs
4.	*Project Report	20DPL12C4	200 Marks (100 marks for External and 100 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 for 100 marks shall be conducted by a committee of three examiners.

Syllabus

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	Principles of Labour Law and Labour Welfare	**Course Code**	20CPL11C1
Credits	4	**No. of hours/Week**	4
Duration of End term examination	3 hours	**Max. marks**	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting the students with basics relating to Industrial Jurisprudence and also Labour Policy in India.
2. Providing an elementary understanding of the concept of Industrial Peace and Labour Harmony as well as understanding of everyday application of labour laws.
3. 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.
4. Providing basic knowledge to the students about the Payment of Wages 1936 and also the Minimum Wages Act, 1948.
5. Providing an elementary understanding of the Employees' State Insurance Act, 1948 and the Payment of Bonus Act, 1965.

Course Outcomes:

1. The student knows about the basic concepts relating to Industrial Jurisprudence and Labour Policy in India.
2. The student has elementary knowledge about industrial peace, labour harmony and is capable to apply labour laws in day to day labour issues and problems.
3. The student has full knowledge of government schemes of welfare for labour classes.
4. The student has general knowledge regarding Issues of wages, bonus and State Insurance.
5. The student has general awareness about Industrial Relations, Social Equity and Social Security

Unit 1

1. Labour Policy in India

2. Labour problems in India

3. Need of Labour Laws in India

Unit 2 1. Growth of Labour Legislation In India 2. Government Schemes for welfare of Labour Classes 3. Role of Labour Law & ILLO in safeguarding of industrial workers.
Unit 3 1. The Payment of Wages ,1936 -Authorities under the Act 2. The Minimum Wages Act, 1948 - Salient Features of the Act
Unit 4 1. The Employees' State Insurance Act, 1948-Application and Scope of the Act, 2. The Payment of Bonus Act, 1965 -Scope and Application; Penalty and offences
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws, Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019). Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	Program Code	DPL1
Course Name	Industrial Law	Course Code	20CPL11C2
Credits	4	No. of hours/Week	4
Duration of End term examination	3 hours	Max. marks	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting the students with the Basic concepts of Industrial Dispute and the Industrial Dispute Act, 1947and putting concepts in their practical perspective.
2. Providing an elementary understanding of the penalties and offences under Industrial Dispute Act.
3. Providing extensive knowledge regarding Powers and Duties of Authorities under Industrial Dispute Act.
4. Providing basic knowledge of the Industrial Employment (Standing Orders) Act, 1946 and the Industrial (Development and Regulation Act), 1951.
5. Providing general knowledge of Factory Act 1948 Trade Union Act, 1926 and the Apprentices Act, 1961.

Course Outcomes:

1. The student is able to understand the technicalities of industrial dispute and apply the relevant provisions of law.
2. The student has extensive knowledge regarding Provisions relating to Health, Safety, Trade Union and Apprentices,
3. The student knows Powers and Duties of Authorities under Industrial Dispute Act.
4. The student knows the nature and legal provisions of Lay-Off and Lock-Out, Retrenchment, Strike, Wages and Workman.
5. The student understands the basic concept of Factory Law.

Unit 1

1. The Industrial Dispute Act, 1947-Salient Features of the Act

2. Powers and Duties of Authorities under the Industrial Dispute Act, 1947

Unit 2

1. The Industrial Employment (Standing Orders) Act, 1946- Definitions; Scope and Objectives

2. The Industrial (Development and Regulation Act), 1951-Important Features of the Act

Unit 3

1. The Factories Act, 1948-Interpretation of the Act and Important Definitions

2. Provisions relating to Health under the Factory Act, 1948; Penalties and Offences.

Unit 4
1. The Trade Union Act, 1926- Definitions; Registration of Trade Union 2. The Apprentices Act, 1961- Apprentices and their Trainings; Authorities.
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws,Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019).Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	Laws relating to Women, Children and Senior Citizens	**Course Code**	20CPL11C3
Credits	4	**No. of hours/Week**	4
Duration of End term examination	3 hours	**Max. marks**	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting student with the POCSO Act, 2012 and provisions relating to safety of child from sexual abuse and sexual harassment.
2. Providing students the necessary understanding of Protection of Women from Domestic Violence Act, 2005 and its salient features.
3. Providing the students the legal understanding of various maintenance provisions under the Maintenance and Welfare of Parents and Senior Citizens Act, 2007.
4. Making the student understand the various legal and technical aspects of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
5. To create empathy and compassion among students about the marginal and vulnerable groups of the society.

Course Outcomes:

1. The student is able to understand the types of sexual assaults on child and knows the procedure to tackle child victims of sexual abuse.
2. The student understands what constitutes domestic violence and how to deal with such issues with clarity in theory as well as in practical aspects.
3. The student knows various maintenance provisions for parents and senior citizens and the mechanism of their enforcement .
4. The student knows the essential legal provisions of anti-sexual harassment at workplace law and can provide legal aid to any such woman victim.
5. The students are now more legally equipped to deal with issues related to women, child, parents and senior citizens.

Unit 1

The Protection of Children from Sexual Offences (POCSO) Act, 2012:

1. Different Forms of Sexual Abuse and their definition

2. Interview of Child

3. Special Courts, Mandatory Reporting,

Unit 2 Protection of Women from Domestic Violence Act, 2005: 1. Salient features of the Act, 2. Definition of Domestic Violence, 3. Authorities under the Act,
Unit 3 Maintenance and Welfare of Parents and Senior Citizens Act, 2007: 1. Salient features of the Act, 2. Definition of Senior Citizens, Children, Maintenance, Parents, Relative and Welfare, 3. Application for Maintenance, Punishment,
Unit 4 Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: 1. Salient Features of the Act, 2. Definition of Sexual Harassment, 3. Committees and Authorities under the Act,
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws,Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019).Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	*Internship	**Course Code**	20CPL11C4
Credits	8	**No. of hours/Week**	16
Duration of End term examination	---	**Max. marks**	200 Marks (150 marks for Internship Report and 50 marks for presentation before committee)

Course Objectives:

1. Acquainting student with procedural and practical aspects in the concerned field.
2. Providing student an opportunity to work with expert people in the concerned field.
3. Providing student a chance to develop clarity of law in theory as well as in practice.
4. To make the student understand the working of the practitioners in the concerned field.
5. To make the student competent to deal the issues and problems of the victims and help them with a professional and ethical approach.

Course Outcomes:

1. The student knows the programme and course subjects in theoretical and practical sense.
2. The student is more efficient and proficient in dealing with problems in the area.
3. The student builds up a professional approach in helping the victims and clients.
4. The student evolves in the relevant area with deep understanding of subjects.
5. The student is more pro-active in expanding his legal and social understanding of the laws in real sense.

The candidate has to do the Internship of 15 days with any Labour Lawyer, in any LabourOrganisation etc. with the permission of the Head of the Department. The students also submit the Internship File in the Department and the same will be evaluated by the External Examiner. The Viva-Voce Examination/Presentation of the Internship shall be conducted a committee of three members in which one should be External Examiner appointed by Dean, Faculty of Law, MDU Rohtak.

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	Social Welfare Laws	**Course Code**	20DPL12C1
Credits	4	**No. of hours/Week**	4
Duration of End term examination	3 hours	**Max. marks**	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting the students with the Child Labour (Prohibition and Regulation) Act 1986 and also Bonded Labour System (Abolition) Act, 1976.
2. Providing an elementary understanding of the Labour Problems.
3. Providing extensive knowledge about legal provisions regarding Child Labour, bonded labour and Contract labour.
4. To make the student understand the Maternity Benefit Act, 1961and its essential legal protection to women.
5. To help the student in developing a legal aptitude and ability to comprehend the social issue in its legal and social setting.

Course Outcomes:

1. The student understands the problem of child labour with better clarity of law.
2. The student understands the problem of Bondedlabour with better clarity of law.
3. The student knows how to deal with cases of Child labour and bonded labour.
4. The student understands a labour problem with its legal and social background.
5. The student knows the protection available to women for maternity privilege.

Unit 1

The Child Labour (Prohibition and Regulation) Act 1986:

1. Definitions

2. Control of Employment of Children,

3. Regulation of Work, Penalties

Unit 2

Bonded Labor System (Abolition) Act, 1976:

1. Definitions,

2. Authorities, Vigilance Committees,

3. Offences,

Unit 3 Contract Labour (Regulations and Abolition) Act, 1970: 1. Definitions, 2. Board, appointment of Licensing officer and grating and suspension of license, 3. Penalty and procedure
Unit 4 The Maternity Benefit Act, 1961: 1. Definitions, 2. Authorities, 3. Penalty and Offences.
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws,Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019).Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	Labour Jurisprudence	**Course Code**	20DPL12C2
Credits	4	**No. of hours/Week**	4
Duration of End term examination	3 hours	**Max. marks**	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting the students with essential legal provisions of Equal Remuneration Act, 1976 and the Mines Act, 1952.
2. Providing an elementary understanding of Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
3. Providing extensive knowledge to students regarding equal remuneration, workers in mines and provident funds.
4. Making the students understand the legal provisions about the safety and health of workers in Mines.
5. To understand the key concepts in Employees' Provident Funds.

Course Outcomes:

1. The student understands the key concepts in Equal Remuneration law.
2. The student knows in detail about the working of the Authorities under Equal Remuneration Act, 1976
3. The student is aware of the legal provisions relating to health and safety, working hours in Mines.
4. The student has a deep understanding of the Employees' Provident Fund Schemes.
5. The student knows about the authorities relating to provident funds.

Unit 1

Equal Remuneration Act, 1976:

1. Salient Features of the Act,

2. Duty of Employer to Pay Equal Remuneration.

Unit 2

Equal Remuneration Act, 1976:

1.Authorities

2. Advisory Committee;

3. Penalty and Offences

Unit 3 The Mines Act, 1952: 1. Inspectors; 2. Provisions relating to health and safety, working hours, 3. Penalty and Procedures.
Unit 4 The Employees' Provident Funds and Miscellaneous Provisions Act, 1952: 1. Object and Scope of the Act, 2. Employees' Provident Fund Schemes, 3. Authorities under the Act
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws,Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019).Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	Law and Social Justice	**Course Code**	20DPL12C3
Credits	4	**No. of hours/Week**	4
Duration of End term examination	3 hours	**Max. marks**	100 Theory - 80 Marks (External) and 20 Marks (Internal)].

Note: The examiner has to set a total of nine questions (two from each unit and one compulsory question consisting of short answer from all units. The candidate has to attempt one question each from each unit along the compulsory question (5 x 16 = 80 marks)

Course Objectives:

1. Acquainting the students with the Workmen Compensation Act 1923.
2. Providing an elementary understanding of the Payment of Gratuity Act, 1972.
3. Making the student comprehend the basics of the Collection of Statistics Act, 1953.
4. Making the student aware of the key concepts in workmen compensation.
5. To understand the various provisions of protection to workmen in law.

Course Outcomes:

1. The student has better knowledge of provisions relating to workmen compensation.
2. The student has competency to proceed with accident claim and to serve notice.
3. The student knows the procedure and skills for payment and recovery of gratuity.
4. The student knows the offences and penalties under the Collection of Statistics Act, 1953.
5. The student has better ability and skills to deal with labour issues.

Unit 1

The Workmen Compensation Act 1923:

1. Main features of the Act;

2. Definitions: Compensation, employer, Partial and Total disablement, Workman

3. Provisions for workmen Compensation

Unit 2

The Workmen Compensation Act 1923:

1. Distribution of compensation,

2. Authorities,

3.Penalties

Unit 3 The Payment of Gratuity Act, 1972: 1. Controlling Authorities; Inspectors, 2. Recovery and Payment of Gratuity, 3. Offences
Unit 4 The Collection of Statistics Act, 1953: 1. Commercial Concern and Industrial Concern, 2. Powers and rights of Statistics Authority; 3.Offences and Penalty
REFERENCE READINGS: 1. Mishra, S.N. (2018). Labour and Industrial Laws, Central Law Publications 2. Padhi, P.K. (2019). Labour and Industrial Laws, PHI Learning Private Limited 3. Rao, Rega Surya, (2017). Lectures on Labour and Industrial Laws, Asia Law House 4. Srivastava, S C. (2020). Industrial Relations and Labour Laws,Vikas Publishing 5. Thothadri, Vijayalakshmi M S. (2019).Industrial and Labour Laws, Dreamtech Press

Program Name	Diploma in Labour Law and Social Welfare	**Program Code**	DPL1
Course Name	*Project Report	**Course Code**	20DPL12C4
Credits	8	**No. of hours/Week**	16
Duration of End term examination	-	**Max. marks**	200 Marks (100 marks for External and 100 marks for presentation before committee)

Course Objectives:

1. Acquainting student with research skills in the concerned field.
2. Providing student an opportunity to learn the writing skills in the concerned field.
3. Providing student a chance to apply the law in theory as well as in practice.
4. To make the student understand the major developments in the chosen area.
5. To make the student competent to document his findings and suggestions in a research project and the present the same with efficiency.

Course Outcomes:

1. The student knows the programme and course subjects in theoretical and practical sense.
2. The student is more efficient and proficient in dealing with problems in the area.
3. The student builds up a professional approach in presentation of the subject.
4. The student evolves in the relevant area with deep understanding of the topic.
5. The student is more pro-active in expanding his legal and social understanding of the laws in real sense.

* 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 by a committee of three examiners in which one should be external examiner constituted by Dean, Faulty of Law, MDU Rohtak.