

SARDAR PATEL UNIVERSITY

**Programme & Subject: Diploma in Labour Laws & Practice
With Effect from the 2017-18**

Diploma Programme provides an opportunity for the candidates to receive advance instructions in the relationship, interplay between existing labour-related legislation and changing industrial scenario. The diploma is especially designed to meet the needs of those whose prior education has been in field other than law and who would like to supplement their database with in-depth knowledge of labour laws.

DLP 1. Eligibility

- a. A candidate who has passed any graduate Degree examination of the Sardar Patel University or from any other recognized University accepted by this University as equivalent graduate degree thereto shall be eligible for admission in Diploma in Labour Laws & Practice Course.
- b. A student who has passed an equivalent degree examination from any other university or examining Body and is seeking admission to a college affiliated to this university shall not be admitted without producing an eligibility certificate from the Sardar Patel University.

DLP 2 Admission Procedure -The admission to the Diploma programme shall be made following such procedure as may be prescribed by the Sardar Patel University and affiliated colleges from time to time. The General Rules and Instructions for Diploma in Labour Laws & Practice admissions prescribed by the University shall be followed.

DLP 3 Attendance – A candidate who has secured not less than 70% attendance arrived at by taking into account total number of lectures engaged as per the lectures conducted in each subject shall become eligible to appear in the University of Examination. Examination form to be send through college (Principal) to the university. Candidate must obtained at least 30% marks in the aggregate of all the papers in the internal tests conducted by the college.

DLP 4. Scheme of the Examination – This One year programme divided into two terms. The University examination shall be held at the end of academic year or as notified by the University. The scheme of examination for the diploma in Taxation laws and practice will be as under: Each paper/course will be assessed on basis of 100 marks. The marks will be divided into heads two internal assessment and external examination.

Note: - For the purpose of deciding final results at this examination, the ratio between Internal Assessment and the final university examination shall be 30: 70. For the purpose of internal Assessment, the college concerned will conduct at least one written test in each term. The college may also arrange quizzes, term papers, assignment etc.

DLP 5.The following are the subjects to be studied at the diploma in Labour Laws and Practice:

Scheme of the Examination:

No.	Subject	No of papers	Duration of examination	Distribution of marks		
				Uni. Exam	Internal Assessment	Total
Paper - I						
I	The Factories Act, 1948	1	3	70	30	100
II	The Employees Compensation Act, 1923					
III	The Payment of wages Act, 1936					
Paper - II						
I	The Industrial Disputes Act, 1947	1	3	70	30	100
II	The Gujarat Industrial Relations Act-1946					
III	The Trade Unions Act, 1926					
Paper - III						
I	The Employee's Provident Funds (Family pension fund and deposit linked Insurance Fund) Act, 1952	1	3	70	30	100
II	The Employee's State Insurance Act, 1948					
III	The Minimum Wages Act, 1948 & Principles of Labour Economics.					

**DLP.5 Standard of Passing –
Standard of Passing –**

- To pass the external examination a candidate must obtain at least 40% marks in aggregate of ^{each} subject taken together in internal and external examination.
- Award of Classes** – The Candidate passing the examination as per above in one sitting shall be awarded the class as under:

(i)	Those obtaining 40% but less than 50% of the aggregate marks shall be awarded pass class
(ii)	Those obtaining 50% but less than 60% of the aggregate marks shall be awarded Second class
(iii)	Those obtaining 60% but less than 70% of the aggregate marks shall be awarded First class
(iv)	Those obtaining 70% or more than 70% of the aggregate marks in all the subjects shall be awarded First Class with Distinction

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Diploma in Labour Laws & Practice

PAPER – I

SYLLABUS OF ACADEMIC YEAR 2017-18

Module No.	Modules /Sub Modules
1	The Factories Act,1948 Objects, definitions, Health, Safety, Welfare measures & hazardous process, Working hours of an adult, Employment of young persons, Annual leave with wages, Penalties, Inspector, Certifying surgeon, General duties of an occupier, Appointment of Inspector and power of Inspector, Power to exempt during public emergency, Penalties and Procedure
2	The Employees' Compensation Act, 1923 Introduction, objective, Definitions, Reference to Commissioner, Power and procedure of the Commissioner, Parties appearance in proceedings before commissioner, Method of recording Evidence, Penalty, Withholding of certain payments pending decision of appeal, the Employer's liability for Compensation under the Act, the provision to decide the amount of compensation, Method of recovering evidence, Cost of proceedings.
3	Payment of wages Act,1936 Recommendation of Royal Commission for bringing the bill of Payment of Wages Act., Definition, Deduction which may be made from wages, Explain the provision of deducting fine under Section 8 of the Act., Authorities under the Act, Maintenance of registers and records, Penalty for offences under the Act.

REFERENCE BOOKS:-

- LABOUR AND INDUSTRIAL LAW- S.N.MISHRA
- LABOUR AND INDUSTRIAL LAW-K.M.PILLAI
- LABOUR AND INDUSTRIAL LAW- S.K. PURI

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Diploma in Labour Laws & Practice

PAPER – II
SYLLABUS OF ACADEMIC YEAR 2017-18

Module No.	Modules /Sub Modules
1	The Industrial Disputes Act,1947 Introduction, Features & Definitions, Authorities under the Act (Section 3 to 7 – B) ,Notice of change (9 – A, B) & grievance redressal machinery (9 – c), procedure, powers & authorities under the Act (Section 11), strikes & lock-outs , Lay off & retrenchment (Section 25 A to 25F & G), unfair labour practices (25 T & U) , Penalties
2	The Gujarat Industrial Relations Act-1946 Introduction, preamble, definitions, Authorities under the Act, Registration of Unions, powers & duties of labour officers, notice of change, joint management council, conciliation proceedings, Arbitration proceedings, Wage Board & State Wage Board, Illegal strikes & lock-outs, Labour Courts
3	The Trade Unions Act,1926 history of trade union, definitions, registration of trade union, (4 to 9, 13), rights and liabilities of registered trade union, recognition of trade union, privileges of recognized trade union, use of general fund of trade union, Minor and provision for his membership, disqualification of office bearer, Penalty and Procedure, collective bargaining

REFERENCE BOOKS:-

- LABOUR AND INDUSTRIAL LAW- S.N.MISHRA
- LABOUR AND INDUSTRIAL LAW-K.M.PILLAI
- THE GUJARAT INDUSTRIAL RELATIONS ACT-1946 –BARE ACT

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Diploma in Labour Laws & Practice

PAPER – III SYLLABUS OF ACADEMIC YEAR 2017-18

Module No.	Modules /Sub Modules
1	<p>The Employee's Provident Funds (Family pension fund and deposit linked Insurance Fund) Act, 1952</p> <p>Object and scope of the Act, Definition, Employees' Provident Fund Scheme, Authority, Board of Trustees, employees' Pension Scheme, Employees' Deposit Insurance Scheme, Modification of Scheme, Employees' Provident Funds Appellate Tribunal, Penalties, offences by companies, certain offences to be cognizable, Trial of offences, Liability in case of transfer of establishment.</p>
2	<p>The Employee's State Insurance Act, 1948</p> <p>Application and Scope of the Act, Definitions, Corporation, Standing Committee and Medical Benefits, Employees' State Insurance fund, Budget Estimate, Contribution, Principal employer to pay contribution in the first instance, Method of payment of contributions, Social Security officers & their functions and duties, Appellate authority, Benefits, Various Benefits, Scheme for other beneficiaries, Adjudication of Disputes and Claims, Penalties, miscellaneous, exemptions, medical care for families of insured person, misuse of benefits.</p>
3	<p>The Minimum Wages Act, 1948 & Principles of Labour Economics</p> <p>Object of the Act, constitutional validity of the Act, Definition, fixation of minimum rates of wages, Advisory Board, Central Advisory Board, Composition of Committees etc., Wages in kind, payment of minimum rates of wages, overtime, wages of worker who works for less than normal working day, maintenance of registers and records, Inspectors, Penalties for certain offences, cognizance of offences, offences by companies, Bar of suits, power of the state government to add to schedule, Exemption and exceptions. Validity of fixation of certain minimum rates of wages</p>

REFERENCE BOOKS:-

- LABOUR AND INDUSTRIAL LAW- S.N.MISHRA
- LABOUR AND INDUSTRIAL LAW-K.M.PILLAI
- LABOUR AND INDUSTRIAL LAW- S.K. PURI

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