

Advance Diploma in Labour Laws

One Year Duration

Detailed Syllabus

Paper 1: Labour Jurisprudence and International Labour Organisation

2. SN Dhyani: ILO and India in Pursuit of Social Justice.
3. Constitution of India: Relevant Articles
4. G.A. Johnstan: The I.L.O
5. S.R. Samanth: Industrial Jurisprudence
6. Mahesh Chandra: Industrial Jurisprudence
7. Govt. of India: Report of National Commission on Labour, 1969 and 2002
8. The Universal Declaration of Human Rights, 1948
9. N. Vaidyanathan: International Labour Standards
10. G.K. Johri: Indian Tripartite System
11. Govt. of India: Tripartite Consultations

Paper 2 - Industrial Relations and the Law

Industrial Relations: Genesis, Concept, Importance, and factors affecting Industrial Relations.

Parties to Industrial Relations: Trade Unions, Management and the State and their interaction.

Collective Bargaining in India; Meaning, Nature, Scope, Importance and its features.

Workers Participation in Management: Indian and foreign experience.

Trade Union movement in India, concept of trade unionism, procedure for registration of trade unions, and rights and liabilities

of registered trade unions. Role of Trade Unions in Modern industrial Society of India.

Concept of Industry, Industrial Dispute, and Workmen; various modes of settlement of Industrial disputes, settlement machinery for Industrial disputes; their composition, powers and duties.

Reference of industrial disputes to various authorities for

5. S.N. Dhyani: Crisis in Indian Industrial Relations
6. S.C. Srivastava: Industrial Relations & Labour Laws
7. O.P. Malhotra: The Law of Industrial Disputes
8. S.N. Dhyani: Trade Unions and Right to strike
9. Govt. of India: Report of National Commission on Labour, 1969 & 2002
10. I.L.O: Conciliation & Arbitration in Industrial Disputes
11. J.K Soonavala: The Supreme Court on Industrial Law
12. Ludwin Teller: Collective Bargaining and Industrial Disputes

Paper 3 Social Security Legislations

- Social Security: Its meaning, concept, modality, components; social assistance and social insurance.
- Social Justice and Social security.
- Constitutional perspectives: Relevant fundamental rights and directive principles of state policy.
- International Norms of Social Security: I.L.O. and Human Rights Perspectives
- Employees Compensation Act, 1923: Important Definitions, types of injuries covered, employer's liability for compensation, amount of compensation, commissioners, their duties, powers and procedures.

- Employees State Insurance Act, 1948: Important definitions, authorities under the Act, their composition, powers and

6. Employees Provident Fund Act, 1952
7. The Payment of Gratuity Act, 1972

Suggested Readings:

1. Dr. Vivek Bhattacharya: Social Security Measures in India.
2. K.D Shrivastava: Commentaries on Employees State Insurance Act.
3. Dr. C.B Mamoria: Principles of Social Security.
4. V.R Bhattacharya: Some Aspects of Social Security Measures in India.
5. S.C Srivastava: Social Security and Labour Laws.
6. Larson: Workmen's Compensation law.
7. Dr. V.G Goswami: Labour and Industrial Laws, Volume I and II.
8. S.N Mishra: Labour and Industrial Laws, Volume I and II.

Paper 4 Wages and Labour Welfare

- Wages: Concept, genesis of wage regulation, methods of wage fixation, wage differentials, dearness allowance and fringe benefits, National Wage Policy and remedial measures.
- Constitutional Perspective on wages: Constitutional ideals, denial of minimum wage as forced labour, right to work, living wage,

4. Factories Act, 1948
5. Payment of Bonus Act, 1965
6. Equal Remuneration Act, 1976
7. Child Labour (Prohibition and Regulation) Act, 1986
8. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Suggested Readings:

1. K.N Subramanian: Wages in India.
2. A.J Fonseca : Wage Issues in a Developing Economy.
3. S.B.L Nigam: State Regulation of Minimum Wages.
4. K.S.V Menon: Foundation of Wage Policy.
5. G.L Kothari: Wage, Dearness Allowance and Bonus.
6. G.L Kothari: Bonus and Profit Sharing.
7. S.B Rao: The Concept of Bonus.
8. K.N Vaid: Labour Welfare in India.
9. GOI: Report of National Commission on Labour, 1969, 2002.
10. GOI: Report of Committee on Labour Welfare, 1969.
11. V.V Giri: Labour Problems in Indian Industry.
12. Dr. V.G Goswami: Labour and Industrial Laws, Volume I and II.
13. S.N Mishra: Labour and Industrial Laws, Volume I and II.

Paper 5: Dissertation

Note: Each paper is of 100 marks.
