PERIYAR UNIVERSITY
SALEM – 636 011

PERIYAR INSTITUTE OF DISTANCE EDUCATION (PRIDE)

DIPLOMA IN LABOUR LAW
ONE YEAR

REGULATION AND SYLLABUS
(Effective from the Academic Year 2014 - 2015)
DIPLOMA IN LABOUR LAW
REGULATIONS

Effective from the Academic Year 2014-15 and thereafter

1. CONDITION FOR ADMISSION

A candidate who has passed Plus Two or Higher Secondary Examination / +2 or Students undergoing UG or PG degree courses

2. DURATION OF THE COURSE

The course for the Diploma in Labor Law shall consist of one academic Year.

3. COURSE OF STUDY

The course of study shall comprise instruction in books prescribed from time to time.

i. Law relating to Industrial relations and Labour welfare

ii. Laws on Compensation

iii. Laws on Social Security

iv. Laws on Women and Child Labor

v. Laws on Miscellaneous Labour Welfare

4. EXAMINATIONS:

The examination shall be three hours duration to each paper at the end of the year. The candidate failing in any subject(s) will be permitted to appear for each failed subject(s) in the subsequent examination. Practical Examination should be conducted at the end of the year.

5. SCHEME OF EXAMINATIONS

The scheme of examination shall be as follow:

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Paper Code</th>
<th>Title of the Paper</th>
<th>Exam Duration</th>
<th>Maximum Marks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td>Law relating to Industrial relations and Labour welfare</td>
<td>3 Hrs</td>
<td>100</td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td>Laws on Compensation</td>
<td>3 Hrs</td>
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<td>3.</td>
<td></td>
<td>Laws on Social Security</td>
<td>3 Hrs</td>
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<td>4.</td>
<td></td>
<td>Laws on Women and Child Labor</td>
<td>3 Hrs</td>
<td>100</td>
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<tr>
<td>5.</td>
<td></td>
<td>Laws on Miscellaneous Labour Welfare</td>
<td>3 Hrs</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total Marks</strong></td>
<td></td>
<td><strong>500</strong></td>
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</tbody>
</table>
6. QUESTIONS PAPER PATTERN

a. For Theory

Time: 3 Hrs.  
Max. Marks : 100

PART – A: 5 X 5 = 25

(Answer all Five Questions)

Answer to each question shall not exceed two pages.

PART – B: 5X 15 = 75

(Answer all Five Questions)

Answer to each question shall not exceed two pages.

7. PASSING MINIMUM

A candidate shall be declared to have passed the examination in a theory of study only if he/she scores not less than 40 Marks out of 100 in the University Examination

8. CLASSIFICATION OF SUCCESSFUL CANDIDATES:

Candidates who secure not less than 60% of the aggregate marks in the whole examination shall be declared to have passed the examination in First Class. All other successful candidates shall be declared to have passed in Second Class. Candidates who obtain 75% of the marks in the aggregate shall be deemed to have passed the examination in First Class with Distinction provided they pass all the examination prescribed for the course at the first appearance.
1. LAWS RELATING TO INDUSTRIAL RELATIONS AND LABOUR WELFARE


Reference Books

2. LAWS ON COMPENSATION

Unit I : The Payment of Wages – 1936

Unit II : The Minimum Wages Act 1948

Unit III : The Payment of Bonus Act 1965

Unit IV: The Contract Labour Regulation and Abolition Act 1970

Unit V: Employee Pension Scheme 1995

Text Books:

Reference Books:
2. Respective Bare Acts.
3. LAWS ON SOCIAL SECURITY

Unit 1: Workmen’s compensation Act - 1923
Objectives, Employer to pay compensation, when employer is not liable, Amount of compensation Notices, Claim, Appeal, recovers.

Unit 2: Employee’s State Insurance Act – 1948,
Preliminary, Corporation, standry commiter and medical benefits council, Finance and Audil, Loutributions, Benefits, Transitory provision.

Unit 3: Employee’s Provident Funds Act – 1952
Short title, extent & application, Employers provident fund scheme, General Board, Executive committee, Appointment of officer, Employers prevision scheme. 7, Deposit linked insurances scheme.

Unit 4: Payment of gradually Act – 1972
Short title, Extent, Application & commencement, Controlling authority, Payment authority, Compulsory insurance, Power to example.

Unit 5: The Fatal Accident Act – 1855
Suit for compensation to the family of a person for loss occasioned to it by his death by actionable wrong, Not more than one suit to be brought. 2. Plaintiff shall deelvers particulars etc. 3. Interpretation clause.

Text Books:

Reference Books:
2. Respective Bare Acts.
4. LAWS ON WOMEN AND CHILD LABOR

UNIT I - The Maternity Benefit Act 1961

UNIT II - The Equal Remuneration Act 1976


UNIT IV - The Employment of Children Act 1986
Definitions - Objective - Scope and Jurisdiction - Rules - Benefits and Legal remedies - Prohibition in certain occupations, Power to amend the schedule, Notice to Inspector before carrying on work in certain processes, Disputes - Maintenance of Register, Display of notices – Penalty and Procedure relating to offences- Inspector, Power to make rules - Exemptions of the Act – Miscellaneous – Important Precedents - Summery.

UNIT V – Arbitration and Conciliation Act, 1996
Definitions - Objective of the Act - Scope and Jurisdiction of the Act – Negotiation, Mediation, Collaborative Law Or Collaborative Divorce, Arbitration, Conciliation, Lok Adalat, Permanent Lok Adalat For Public Utility Services - Rules to be followed as per the Act - Benefits and Legal remedies of the Act - Exemptions of the Act – Miscellaneous – Important Precedents - Summery.

Text Books:

Reference Books:
2. Respective Bare Acts.

5. LAWS ON MISCELENIOUS LABOUR WELFARE

Unit 1: The employers Liability Act – 1938
Short title. Commencement. Definition. Defence of common employment banned in certain cases. Contracting out. Risk not to be deemed to have been assumed without full knowledge. Savings.

Unit 2: The employment Exchange compulsory notification of vacancies Act – 1959. Title. Commencement. Definition. Form I. Form ER-II

Unit 3: The collection of statistics Act – 2005
Preliminary. Collection of Statistics. Disclosure of information in certain cases and restrictions of their use. Miscellaneous

Unit 4: Statutory Welfare Fund-I
Labour welfare fund for coal mines Short title, commencement, definition. Consequential provision. Constitution of suits etc of the fund to be credited to the consolidated fund of India.

Unit 5: Statutory Welfare Fund-II
Labour welfare fund for mica mines : short title and extent. Chairman of the advisory board. Power offences

Text Books:

Reference Books:
2. Respective Bare Acts.