



Estd. 1962

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SHIVAJI UNIVERISTY, KOLHAPUR-416 004. MAHARASHTRA

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शिवाजी विद्यापीठ, कोल्हापूर — ४१६००४.

दुरध्वनी (ईपीएबीएक्स) २६०९०००० अभ्यास मंडळे विभाग — २६०९०९४

फॅक्स : ००९१-०२३१-२६९१५३३ व २६९२३३३.e-mail:bos@unishivaji.ac.in

Ref. No./SU/BOS/Law/

To,

The Principal,
All Affiliated Law Colleges,
Shivaji University, Kolhapur

Date : 24 JUN 2022

No 00875

Subject : Regarding syllabi of (D.I.T., D.L.L., D.C.L.) under
The faculty of Humanites.

Sir/Madam,

With reference to the subject mentioned above I am directed to inform you that the University authorities have accepted and granted approval to the revised syllabi of Diploma in Taxation Law, Diploma in Labour Law and Diploma in Cyber Law under the Faculty of Humanities.

This syllabi shall be implemented from the academic year 2022-23 onwards . A soft copy containing the syllabus is attached herewith and it is also available on university website www.unishivaji.ac.in (Online Syllabus).

You are therefore, requested to bring this to the notice of all students and teachers concerned.

Thanking you,

Yours faithfully

Dy. Registrar

For Informaton.

Encl : As above

Copy to,

1. I/c Dean, Faculty of Humanities.
2. Chairman, B.O.S. ./ Ad-hoc Board.

3. Director, Board of Examinations & Evaluation,
4. Appointment Section
5. Exam. Section.
6. P. G. Admission Section.
7. Affiliation Section (U.G./P.G.)
8. Computer Center/I. T. Cell.
9. Eligibility Section.
10. P. G. Seminar Section.

For Information and necessary action.

Shivaji University, Kolhapur



Faculty of Humanities

DIPLOMA IN LABOUR LAW

(To be implemented from June 2022)

DIPLOMA IN LABOUR LAW (DLL)

I. OBJECTIVES

The law and practice relating to labour and management is the story of conflict and battle. In this context, the student should get an insight into the mechanics of socio-legal control of labour relations and should be aware of the various labour enactments with up to date amendments and emerging areas of possible future techniques and solutions. By studying this, the student can understand the problems of labour and social welfare in different angles. The object of different Labour Laws clearly provided that how it will be helpful to the various organs of the industry and society at national level.

II. Teaching Learning Methods:

The teaching-learning mechanism with interactive sessions in classroom is primarily good method to understand theoretical knowledge. The case study, visits to various Industries, Trade Union Offices, Labour Courts, Industrial Tribunals, Office of Labour Commissioner, Labour Officer etc. are the good forms to understand practical knowledge of the Labour Laws.

III. DURATION OF THE COURSE:

The duration of the course is one year, Annual pattern, Part Time Diploma

Medium of Instruction: - English

IV. INTAKE OF STUDENTS : 60

V. ELIGIBILITY FOR ADMISSION:

Every candidate seeking admission to the Diploma in Labour Law Course, should have passed with 45 % marks (Open Category), 42 % marks (OBC Category) and 40 % marks (SC / ST Category) in 12th or equivalent examination from any faculty from Examining Body recognized by this University.

VI. STRUCTURE OF THE COURSE:

The Course shall be of Annual and 70 – 30 pattern

Teaching Workload 4 Lectures per paper per week. The examination shall be conducted once in a year i.e. in March / April only.

There shall be three papers having 70 Marks each -----

Paper I --- General English

Paper II --- Labour Law – I (Industrial Law)

Paper III --- Labour Law – II (Social Security Laws)

VII. -- Evaluation methods: Theory Examination – 70 Marks

Internal Assessment:

Assignment / Project Work / Presentation : 20 Marks

Viva Voce College Level : 10 Marks

30 Marks

The internal examination of viva voce for each paper for 10 marks shall be conducted at college level.

Total Marks = Theory 70 Marks + Internal Assessment 30 Marks = 100 Marks

VIII. NATURE OF THE EXAMINATION AND STANDARD OF PASSING:

- i) All the Question Papers of Diploma in Labour Law shall be of 70 marks consists of total six questions carrying 15 marks each, out of which a student can opt any four. The seventh question shall be mandatory consisting of four short notes out of which the students have to opt any 2 out of 5 marks each.
- ii) Medium of instruction shall be English.
- iii) The written examination will be of 3 hours duration for each paper.
- a) **Duration of Examination for each theory paper** - The duration of Semester Examination for each theory paper of 70 marks shall be of three hours.
- b) **Standard of passing-** The Standard of passing shall be minimum 35 in each paper both theory (**25 marks**) + internal assessment (**10 marks**).
- c) **Division of Class shall be as under –**

Percentage of Marks	Division of Class
Less than 35%	Fail
35% but less than 45%	Pass Class
45% but less than 60%	Second Class
60% but less than 70%	First Class
more than 70%	First Class with Distinction

Model Question Paper Format for each Paper ----

**Diploma in Labour Law Examination, March/April
General English (Paper – I)
Subject Code: _____**

Day &Date: _____
Time: _____

Total Marks: 70

Instructions:

1. Attempt any FOUR questions from Q. No. 1 to 6.
2. Q. No. 7 is compulsory.
3. Figures to the right indicate full marks.

Q.1.	_____	(15)
Q.2.	_____	(15)
Q.3.	_____	(15)
Q.4.	_____	(15)
Q.5.	_____	(15)
Q.6.	_____	(15)
Q.7.	Write short notes (Any TWO): 2 x 5	(10)
	a) _____	
	b) _____	
	c) _____	
	d) _____	

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Paper – I

GENERAL ENGLISH

SYLLABUS

UNIT I : READING COMPREHENSION SKILLS

- 1.1 Reading of related texts for developing reading skill
- 1.2 Developing fluency in reading comprehension
- 1.3 Develop different vocabulary skills

UNIT II : GRAMMAR AND USAGE

- 2.1 Varieties of Sentence structures and verb patterns
- 2.2 Tense and concord
- 2.3 Framing questions (Why, yes-no, negative interrogative, question tags)

UNIT III : GRAMMAR AND USAGE

- 3.1 Types of sentences (statements, exclamatory, questions, imperative)
- 3.2 Some common errors (Articles, Tenses, Parts of speech)
- 3.3 Simple, compound, complex sentences

UNIT IV : TRANSFORMATION OF SENTENCES

- 4.1 Reported speech
- 4.2 Active and passive voice
- 4.3 Degrees of comparison
- 4.5 Affirmative and negative sentences
- 4.6 Conditional sentences

UNIT V : WRITTEN COMMUNICATION

- 5.1. Letter writing
(Notice, Application, Complaints, Apology, Rejection, Recommendation etc)
- 5.2. Essay Writing
- 5.3 Report Writing

UNIT VI : VOCABULARY SKILLS

- 6.1 Latin phrases and their meaning
- 6.2 Idioms and Phrases

UNIT VII : COMMUNICATION SKILLS

- 7.1 Significance of communication skills – Listening, speaking, reading, writing
(introductory)
- 7.2 E – Communication (formal E – mail and blog writing)

UNIT VIII : STUDY SKILLS

- 8.1 Précis writing
- 8.3 Translation of a passage from Marathi to English or Vice versa

Recommended Readings:

1. Wren and Martin : English Grammar and Composition
2. Rajendra Pal and Prem Lata Suri : English Grammar and composition
3. R. N. Goel : A Complete Guide to Idioms and phrases
4. Prin. R. A. Kulkarni : English for Competitive Examinations
5. M. Sankhey : Excellence in English (Through grammar and conversation)
6. Krishna Mohan and Meenakshi Raman : Effective English Communication
7. R. P. Sinha : Current English Grammar and Usage with composition
8. S.P Bakshi :Objective General English
9. S.C. Gupta : English Grammar & Composition
10. Raymond Murphy: English Grammar in Use

Paper - II
LABOUR LAW – I (Industrial Laws)

UNIT - I: Industrial Revolution and Development of Labour Laws

1. Industrial Revolution in India – Causes & it's impact
2. Significance of Industrial Relations, Industrial Peace and Industrial Harmony
3. Concept of 'Collective Bargaining'
4. Recent Development in Labour Codes

UNIT - II: Trade Unions Act, 1926

1. Nature, Scope & Object of the Act
2. Registration of Trade Unions
3. Cancellation & Dissolution of Trade Union
4. Rights & Liabilities of Registered Trade Unions

UNIT - III: The Industrial Employment (Standing Orders) Act, 1946

1. Object and Applicability of the Act
2. Procedure for Certification & Modification of Standing Orders
3. Authorities under the Act – Certifying Officers & Appellate Authorities
4. Penalties and Procedure

UNIT - IV: Industrial Dispute Act, 1947 (Chapters I to IV)

1. Nature, Scope & Objectives of the Act
2. Important Definitions –Industrial Disputes, Award & Settlement
3. Settlement Authorities of Industrial Disputes
4. Procedure, Powers and Duties of Settlement Authorities

UNIT-V: Industrial Dispute Act, 1947 (Chapters V to VII)

1. Important Definition - Strikes, Lockouts, Lay-Off, Retrenchment, Public Utility Services, etc
2. Difference between Strikes & Lockouts, Lay-Off & Retrenchment
3. Offences, Penalties & Miscellaneous Provisions

UNIT - VI- Payment of Wages Act, 1936

1. Nature, Scope & Object of the Act
2. Payment of Wages and Deductions from Wages
3. Authorities under the Act
4. Penalty & Trial Procedure

UNIT - VII- Minimum Wages Act, 1948

1. Meaning of wages
2. Fixation and Revision Minimum Wages
3. Authorities and Procedure
4. Inspectors and Claims

UNIT -VIII: Other Industrial Legislations

A) The Apprentices Act, 1961

1. Object and Scope of the Act
2. Apprentices and Their Training

B) Maharashtra Recognition of Trade Unions & Prevention of Unfair Labour Practices Act, 1971

1. Object and Scope of the Act
2. Recognition of Unions

References ---

- 1) S.K. Puri, Labour & Industrial Law, Allahabad Law Agency, Haryana
- 2) Dr. S.R. Myneni, Labour Laws 2, Asia Law House, Hyderabad
- 3) S.N. Mishra, Labour & Industrial Laws, Central Law Publications
- 4) Meenu Paul, labour & Industrial Laws, Allahabad Law Agency, Haryana
- 5) Dr. Rega Surya Rao, Lectures on Labour & Industrial Laws, Asia Law House, Hyderabad
- 6) Dr. V.G. Goswami, Labour and Industrial Laws, Central Law Agency, Allahabad
- 7) P.L. Malik's Handbook of Labour and Industrial Law, Eastern Book Company, Lucknow

Paper - III
LABOUR LAW – II (Social Security Laws)

UNIT-I: Social Security and Labour Welfare

1. Concept, Evolution and Objectives of Social security
2. Significance of Social Security & Labour Laws
3. Principles of Social Security Legislations

UNIT-II: Employees' Compensation Act, 1923

1. Nature, Scope and objectives of the Act
2. Meaning of Disablement, Partial Disablement, Total Disablement
3. Employer's Liability for Compensation
4. Theory of Notional Extension

UNIT-III: Factories Act, 1948

1. Definitions - Manufacturing process, occupier, factory
2. Provisions relating to Health, Safety and Welfare of workers
3. Employment of Children and Young Persons
4. Penalties and Procedure

UNIT-IV: Employees State Insurance Act, 1948

1. Objective of the Act
2. Standing committee and Medical benefit council
3. Benefits available under Employees Insurance Scheme
4. Adjudication and settlement of disputes

UNIT-V: Maternity Benefit Act, 1961

1. Eligibility criteria for maternity benefits for women employee
2. Right of the women under Maternity Benefit Act
3. Employers obligations under the act
4. Powers and duties of inspectors

UNIT –VI: Child Labour (Prohibition and Regulation) Act, 1986

1. Objectives of the Act
2. Prohibition of Employment in hazardous occupation
3. Regulation of conditions of work of children
4. Child Labour Advisor Committee
5. Procedure and Penalties related to offences

UNIT-VII: The Unorganized Workers and Social Security Act, 2008

1. Meaning of unorganized sector
2. Identification of unorganized problems
3. Central Government Scheme for workers

UNIT-VIII: Other Social Security Legislations

A) Employees Provident Funds and Miscellaneous Provisions Act, 1952

1. Object and Scope of the Act
2. Kinds of Provident Funds

B) Payment of Gratuity Act, 1972

1. Object and Scope of the Act
2. Eligibility for Payment of Gratuity

References-

- 1) S.K. Puri, Labour & Industrial Law, Allahabad Law Agency, Haryana
- 2) Dr. S.R. Myneni, Labour Laws 2, Asia Law House, Hyderabad
- 3) S.N Mishra, Labour & Industrial Laws, Central Law Publications
- 4) Meenu Paul, labour & Industrial Laws, Allahabad Law Agency, Haryana
- 5) Dr. Rega Surya Rao, Lectures on Labour & Industrial Laws, Asia Law House, Hyderabad
- 6) Dr. V.G. Goswami, Labour and Industrial Laws, Central Law Agency, Allahabad
- 7) P.L. Malik's Handbook of Labour and Industrial Law, Eastern Book Company, Lucknow
