

Post Graduate Diploma in Labour Laws and Employee Relations

(PGDLL&ER)

Note: The contents mentioned under each subject is only indicative and may be changed as per the changes in laws.

Semester – I

1. Industrial Relations:

1. Industrial Relations – Evolution, Concept and Approach
2. Evolution of Industrial Relations Policies
3. Industrial Disputes
4. Mediation and Conciliation, Arbitration and Adjudication
5. Grievance Procedure
6. Trade Unions
7. Collective Bargaining
8. Employees Participation in Management
9. Domestic Enquiry

2. Laws related to Industrial Relations

1. Trade Unions Act, 1926
2. Industrial Employment (Standing Orders) Act, 1946
3. Industrial Disputes Act, 1947
4. Prevention of Unfair Labour Practices Act, 1971

3. Laws related to Wages

1. Payment of Wages Act, 1936
2. Minimum Wages Act, 1948
3. Working Journalist (Fixation of Rates of Wages) Act, 1958
4. Payment of Bonus Act, 1965

4. Case Study - I

Semester – II

1. Labour Welfare

1. Introduction to Labour Welfare
2. Labour Welfare Officer
3. Workers' Participation in Management
4. Workers' Education Scheme
5. Statutory Labour Welfare Activities
6. Non-Statutory Welfare Measures
7. International Labour Organization & International Labour Conference
8. Industrial Accidents and Industrial Safety

2. Laws related to Specific Industries

1. Factories Act, 1948
2. Shops and Establishments Act, 2017
3. Contract Labour (Regulation & Abolition) Act, 1970 / Migrant Worker
4. Building & Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
5. Motor Transport Workers Act, 1961
6. Sales Promotion Employees (Conditions of Service) Act, 1976
7. Mines Act, 1952
8. Plantation Labour Act, 1951

3. Laws related to Equality and Empowerment of Women

1. POSH Act, 2013
2. Maternity Benefit Act, 1961
3. Equal Remuneration Act, 1976

Laws related to Deprived and Disadvantaged Sections of Society

1. Bonded Labour System (Abolition) Act, 1976
2. Child Labour (Prohibition & Regulation) Act, 1986
3. The Maharashtra Mathadi Hamal and other Manual Workers (Regulation of Employment and Welfare) Act, 1969

4. Case Study - II

Semester – III

1. Laws related to Social Security

1. Employees' State Insurance Act, 1948
2. Workmen's Compensation (Amendment) Act, 2010
3. Employees' Provident Fund & Miscellaneous Provisions Act, 1952
4. Payment of Gratuity Act, 1972

2, Laws related to Employment & Training

1. Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
2. Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1959
3. Apprentices Act, 1961

3. Case Study - III