



॥ सा विद्या या विमुक्तये ॥

स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड  
'ज्ञानतीर्थ', विष्णुपुरी, नांदेड - ४३१ ६०६ (महाराष्ट्र राज्य) भारत  
SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

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मानव विज्ञान विद्याशाखेतील पदवीस्तरावरील  
LLB I Year / BA LLB III Year सुधारित  
अभ्यासक्रम शैक्षणिक वर्ष २०२५-२६  
पासून लागू करण्याबाबत.

प रि प त्र क

या परिपत्रकान्वये सर्व संबंधितांना कळविण्यात येते की, दिनांक २३ डिसेंबर २०२५ रोजी विधी अभ्यासमंडळाच्या बैठकीतील शिफारसीप्रमाणे **LLB I Year / BA LLB III Year** च्या अभ्यासक्रमातील लेबर लॉ पेपर-१ आणि लेबर लॉ पेपर-२ चा सुधारित अभ्यासक्रमास शैक्षणिक वर्ष २०२५-२६ पासून लागू करण्यासाठी मा.अधिष्ठाता, मानवविज्ञान विद्याशाखा यांनी मा.विद्याशाखेच्या वतीने शिफारस केली आहे तसेच मा.कुलगुरू महोदयांनी मा.विद्यापरिषदेच्या आधीन राहून मान्यता दिलेली आहे.त्यानुसार **LLB I Year / BA LLB III Year** या वर्षातील लेबर लॉ पेपर-१ आणि लेबर लॉ पेपर-२ या विषयाचा सुधारित अभ्यासक्रम लागू करण्यात येत आहे.

सदरील परिपत्रक व अभ्यासक्रम प्रस्तुत विद्यापीठाच्या [www.srtmun.ac.in](http://www.srtmun.ac.in) या संकेतस्थळावर उपलब्ध आहेत. तरी सदरील बाब ही सर्व संबंधितांच्या निदर्शनास आणून द्यावी, ही विनंती.

'ज्ञानतीर्थ' परिसर,  
विष्णुपुरी, नांदेड- ४३१ ६०६.

जा.क्र.:शौ-१ / लेबरलॉ / परिपत्रक / सुधारितअभ्यासक्रम / २०२५-२६ / २७९  
दिनांक : ०५.०३.२०२६

सहा.कुलसचिव

शैक्षणिक (१-अभ्यासमंडळ) विभाग

प्रत :

- १) मा. कुलगुरू महोदयांचे कार्यालय, प्रस्तुत विद्यापीठ.
- २) मा. प्र. कुलगुरू महोदयांचे कार्यालय, प्रस्तुत विद्यापीठ.
- ३) मा. अधिष्ठाता, मानवविज्ञान विद्याशाखा, प्रस्तुत विद्यापीठ.
- ४) मा. संचालक, परीक्षा व मुल्यमापन मंडळ, प्रस्तुत विद्यापीठ.
- ५) मा. प्राचार्य, सर्वसंबंधित संलग्नित महाविद्यालये, प्रस्तुत विद्यापीठ.
- ६) सिस्टीम एक्सपर्ट, शैक्षणिक विभाग, प्रस्तुत विद्यापीठ. यांना देवून कळविण्यात येते की, सदर परिपत्रक संकेतस्थळावर प्रसिध्द करण्यात यावे.



## LABOUR LAWS(CODES)PAPER I

### COURSE EDUCATIONAL OBJECTIVE

<b>CEO-1</b>	To provide a comprehensive overview of the history of labour laws in India and their transition into the new Labour Codes
<b>CEO-2</b>	To articulate the 'why' behind the reform, the legislative intent and policy rationale that led to the consolidation of India's labour laws.
<b>CEO-3</b>	To enable students to interpret and analyze the core provisions, compliance requirements, and regulatory mechanisms of the new codes
<b>CEO-4</b>	To analyze the key provisions of the Industrial Relations Code, 2020, with specific reference to trade unions, standing orders, dispute resolution mechanisms, and conditions of employment.
<b>CEO-5</b>	To enable learners to practically apply the Code to situations involving strikes, layoffs, retrenchment, employer-employee relations, and the operation of industrial establishments
<b>CEO-6</b>	To provide foundational knowledge of the OSH Code, 2020, addressing occupational safety standards, health, working conditions, welfare provisions, and employer obligations across various establishments
<b>CEO-7</b>	To build the capacity to interpret and implement the Code's safety and compliance requirements, covering registration, licensing, workplace facilities, risk management, and employee rights

### COURSE OUTCOME:

<b>CO -1</b>	The learner will be able to analyze and explain the key provisions of the new labour codes after completing this course.
<b>CO -2</b>	After completing this course, the learner will be able to compare the new labour codes against earlier labour laws, focusing on key reforms and changes.
<b>CO -3</b>	After completing this course, the learner will be able to interpret and explain the key legal requirements of the Industrial Relations Code related to trade unions, grievance procedures, and dispute settlement.
<b>CO -4</b>	The learner will be capable of utilizing the Code to ensure compliance in industrial settings and effectively address issues in employer–employee relations.
<b>CO -5</b>	The learner will be able to explain and apply the regulatory requirements of the OSH Code concerning worker safety, health, working conditions, and the specified rights and duties of both employers and employees.
<b>CO -6</b>	The learner will be equipped to develop and execute compliance strategies based on the OSH Code, ensuring a safe and legally compliant working environment in the workplace.

<b>MODULE/TOPIC</b>	<b>NO. OF Units /Periods Required</b>
<b>Part A INDUSTRIAL RELATION CODE 2020</b>	08 Units
<b>1.General</b>	

<ul style="list-style-type: none"> <li>• 1. Historical perspective on Labour- Laissez faire and Welfare Theory</li> <li>• 2. Labour policy in India,</li> <li>• 3. Principles and object of labour legislation</li> <li>• 4. Contemporary labour Challenges.</li> <li>• 5. Growth on Labour Legislation in India</li> <li>• 6. International labour standards and Implementation (ILO Core Conventions)</li> <li>• Definition u/IR CODE 2020 Average pay, Employee, Employer, Worker (scope expanded), Fix Term Employment (FTE), Industry, Industrial dispute, Industrial establishment or undertaking, lay-off, lock-out, Retrenchment, Closure, standing orders, Strike, Wages (uniform definition across all four codes) Negotiating Union</li> </ul>	
<p><b>2. Introduction of the Industrial Relation Code 2020</b> Scope, applicability, and core objectives and salient features of the Act.</p> <ul style="list-style-type: none"> <li>• Bi-Partite, Works Committee, Grievance Redressal Committee composition and Procedure.</li> <li>• Registration of Trade Union</li> <li>• Recognition of Negotiating Union or Negotiating Council (Section 14)</li> <li>• Rights, Liabilities and Immunities of Registered Trade Union.</li> <li>• History &amp; Development of Trade Union of India</li> </ul>	10 Units
<p><b>3. Standing Order (Section 28 to 39 of Industrial Relation Code)</b></p> <ul style="list-style-type: none"> <li>• Applicability threshold (300+ workers), model standing orders and certification process.</li> <li>• Notice of Change in condition of service</li> <li>• Voluntary Reference of Disputes to Arbitration</li> </ul>	08 Units
<p><b>4. Dispute resolution Mechanism, Procedure, Power &amp; Duties of Authority</b></p> <ul style="list-style-type: none"> <li>• Conciliation Officer</li> <li>• Industrial Tribunal</li> <li>• National Industrial Tribunal</li> <li>• Awards</li> </ul>	10 Units
<p><b>5. Strikes and Lockout, lay off, Retrenchment &amp; Closure</b></p> <ul style="list-style-type: none"> <li>• Prohibition of Strikes and Lockouts</li> <li>• Conditions for Illegal Strikes &amp; lockouts, mandatory 60 days notice period</li> </ul>	10 Units

<ul style="list-style-type: none"> <li>• Prohibition of Financial aid to illegal strikes or Lockouts</li> <li>• lay off, Retrenchment and Closure</li> <li>• Worker Re-skilling Fund</li> </ul>	
<p><b>PART B OSH&amp;WC CODE 2020</b>  Scope, applicability and core objectives, Salient features of the Act.</p> <ul style="list-style-type: none"> <li>• Definition U/OSH &amp; WC CODE 2020  Building or other construction work, Chief Inspector-cum-Facilitator, Competent person, Contract labour, Contractor, controlled industry, core activity of an establishment, Employer, Establishment, Factory, Family, hazardous process, Industry, Inter-State migrant worker, Newspaper establishment, Qualified medical practitioner, Continuous Service</li> </ul> <p><b>6.The Occupational Safety, Health and Working Committee</b></p> <ul style="list-style-type: none"> <li>• Duties of employers and employees with core activities</li> <li>• Occupational Safety and Health standards</li> <li>• General Working Condition (Cleanliness, hygiene, ventilation, drinking water, lighting, and sanitation)</li> <li>• Health and Safety Standards, annual health checkups, Occupational diseases.</li> <li>• Welfare Facilities in the establishment</li> <li>• Hours of work and annual leave with wages</li> <li>• Interstate migrant workers Registration and specific entitlements.</li> </ul>	10 Units
<p><b>7. Inspector- Cum facilitator and other Authority</b>  Appointment of inspector- cum- Facilitator</p> <ul style="list-style-type: none"> <li>• Power of Inspector- Cum- Facilitator</li> <li>• Power and Duties of District magistrate</li> <li>• Power of Special Officer</li> <li>• Medical Officer</li> </ul>	06 Units
<p><b>8 Labour Welfare</b></p> <ul style="list-style-type: none"> <li>• Special Provision Relating to employment of Women and POSH Act applicability.</li> <li>• Special Provision for contract labour and inter migrant worker</li> <li>• Audio- Visual Workers</li> <li>• Mines</li> <li>• Beedi and cigar workers</li> <li>• Building and other construction worker factories</li> <li>• Overtime payment provisions</li> </ul>	06 Units

<ul style="list-style-type: none"> <li>Maintenance of registers and records</li> </ul>	
<b>9. Factories and relevant provision</b> <ul style="list-style-type: none"> <li>Approval and licensing of factories</li> <li>Liability of owner of premises in certain circumstances Dangerous operation</li> <li>Constitution of site appraisal Committee</li> <li>Duties of Occupier</li> <li>National Board to inquire into certain Situation</li> <li>Emergency standards</li> </ul>	06 Units
<b>10. M.R.T.U.U.L.P. Act</b>	05 Units
<b>11. Unfair Labour Practices</b> <ul style="list-style-type: none"> <li>Offence and penalties under OSH and IR Code 2020</li> <li>Concept of Decriminalization.</li> </ul>	05 Units

**ASSESSMENT RULES:**

- The assessment rules for the subject Labour Code I shall be as earlier:
- Total marks for each subject shall be 100. There shall be ESE (End Semester Examination) conducted by the University, which shall be of 75 marks Theory paper and there shall be CA (Continuous Assessment) at college level for 25 marks. Passing percentage for each subject is 40%. (For ESE 30 marks out of 75 and for CA 10 out of 25)

**Paper Pattern:**

- There shall be ESE for each subject.
- There shall be maximum 75 marks.
- Time / duration shall be 3 hours.
- There shall be total 8 questions (8<sup>th</sup> question shall be of writing short notes 3 out of 5), each for 15 marks.
- Students shall attempt any 5 questions.

**RECOMMENDED BOOKS:**

- P.L. Malik** – *Labour & Industrial Law* (EBC)
- S.N. Mishra** – *Labour Laws*
- H.L. Kumar** – *Industrial Relations Code, 2020 – Commentary*
- H.L. Kumar** – *OSH & Working Conditions Code, 2020*
- Bare Acts with Rules (Latest Editions)**
- ILO Publications** (for International Labour Standards)

## LABOUR LAWS (CODES) PAPER II

### COURSE EDUCATIONAL OBJECTIVE

<b>CEO-1</b>	The learner will be able to interpret the key provisions and underlying principles of the Code on Social Security, 2020, specifically explaining how it integrates and supersedes earlier social security legislations.
<b>CEO-2</b>	The learner will be able to analyze the provisions related to major social security schemes, such as EPF, ESI, and gratuity, and the specific welfare schemes introduced for maternity, gig, platform and unorganised workers.
<b>CEO-3</b>	The learner will be equipped to apply and advise on the legal compliance mandates of the Code, particularly concerning registration procedures, managing contributions, fulfilling employer obligations, and using the prescribed digital platforms.
<b>CEO-4</b>	The learner will be able to interpret the purpose and coverage of the Code on Wages, 2019, specifically explaining how it integrates and rationalizes the provisions of the earlier wage laws.
<b>CEO-5</b>	The learner will be able to analyze the statutory requirements for establishing minimum and floor wages, ensuring equal remuneration, and governing the payment and structure of wages under the Code.
<b>CEO-6</b>	The learner will be equipped to advise on and implement the legal compliance mandates of the Code, particularly regarding wage determination, permissible deductions, navigating inspections, and fulfilling all prescribed employer responsibilities.

### PROGRAMME OUTCOME

<b>PO -1</b>	The learner will be able to interpret the regulatory framework regarding major social security benefits, including PF, ESI, gratuity, and maternity benefits, and the special provisions for different worker categories under the Code.
<b>PO -2</b>	The learner will be capable of utilizing the Code to manage compliance, determine accurate contribution amounts, and guide employees regarding their specific social security benefits.
<b>PO -3</b>	The learner will be capable of evaluating the reforms' effects on different employment categories (including gig and unorganised workers) and strategic employer–employee relations, thereby guiding effective policy formulation in professional roles.
<b>PO -4</b>	The learner will be able to interpret the key legal requirements of the Code on Wages concerning definitions of wages, the mechanism for floor wages, and the regulations ensuring fair and timely disbursement of wages.
<b>PO -5</b>	The learner will be capable of developing and implementing wage policies based on the Code, demonstrating the ability to ensure minimum wage compliance and provide expert guidance on lawful wage administration.
<b>PO -6</b>	The learner will be capable of evaluating the key policy outcomes of the Code on Wages, including the achievement of uniformity in wage concepts, greater transparency in wage administration, and strengthened protections for workers across all sectors.

<b>MODULE/TOPIC</b>	<b>NO. OF Units /periods</b>
<b>PART A</b> <b>1.General</b> <ul style="list-style-type: none"> <li>• Constitutional provision relating to labour</li> <li>• International Instrument relating to Labour rights</li> </ul>	<b>04 Units</b>
<b>2. Social Security Code 2020</b> <ul style="list-style-type: none"> <li>• Scope, applicability and core objectives, Salient Features of the Act.</li> <li>• The Definition under Code on social security Agent, Aggregate, Audio-Visual Worker, Production Building and other construction worker, Building workers, Career Centre, Contract Labour Contribution, Dependant, Dock Workers, Employee, Employer, Employment, Injury, Factory, Family, Gig Worker, Medical termination of pregnancy, Pension fund, Pension scheme, plantation, Platform work, Seasonal Factory, Self Employed worker, Social Security, contribution, Insured person, social security fund and social security organizations.</li> </ul>	<b>08 Units</b>
<b>3.Organization Under Social Security Code</b> <ul style="list-style-type: none"> <li>• Board of Trustee of employees' provident fund</li> <li>• Employees' State Insurance Corporation</li> <li>• National Social Security Board and</li> <li>• State unorganized Workers' Board,</li> <li>• State building workers Welfare Board.</li> <li>• Structure and functions of CBT.</li> </ul>	<b>08 Units</b>
<b>4. Employees Provident Fund and Pension</b> <ul style="list-style-type: none"> <li>• Appointment of officer of Central Board,</li> <li>• Scheme, Funds, Contribution in respect of Employees and contractors,</li> <li>• Fund to be recognized under Income Tax Act,</li> <li>• Priority of payment of Contribution over other debts,</li> <li>• Non Application of Chapter</li> <li>• Authorizing certain employer to maintain provident fund accounts,</li> <li>• Transfer of accounts,</li> <li>• Appeal to tribunal</li> </ul>	<b>12 Units</b>
<b>5. Employees State insurance Corporation</b> <ul style="list-style-type: none"> <li>• Principle officers and other staff employees state Insurance fund utilization of Funds,</li> <li>• All Employee to be insured, Contribution, Benefits,</li> <li>• Presumption to Accident arising in Course of Employment, Occupational Disease,</li> </ul>	<b>10 Units</b>

<ul style="list-style-type: none"> <li>• Employer liabilities</li> <li>• Employees Insurance Code</li> </ul>	
<b>6. Gratuity</b> <ul style="list-style-type: none"> <li>• Payment of Gratuity criteria for FTE and permanent employee.</li> <li>• Continuous Service,</li> <li>• Nomination determination of amount of gratuity</li> <li>• Compulsory insurance,</li> <li>• Competent Authority,</li> </ul>	<b>08 Units</b>
<b>7. Maternity Benefit</b> <ul style="list-style-type: none"> <li>• Provision relating to the maternity Benefit linked with OSH code requirement</li> </ul>	<b>03 Units</b>
<b>8. Employees Compensation,</b> <ul style="list-style-type: none"> <li>• Employer's Liability</li> <li>• Provisions relating to the employee compensation</li> </ul>	<b>04 Units</b>
<b>9. Social Security and Cess in respect of building various types of workers</b> <ul style="list-style-type: none"> <li>• Social Security and Cess in respect of building and other construction workers social security for unorganized workers,</li> <li>• Gig workers and platform workers social security coverage</li> <li>• Employment exchange compulsory notification for vacancies</li> <li>• Offences and Penalties U/ The code on social security 2020</li> </ul>	<b>06 Units</b>
<b>Part B</b> <b>10. The Code on Wages 2019</b> <ul style="list-style-type: none"> <li>• Scope, Objectives and wide coverage and Salient Features.</li> <li>• <b>Definition</b> - Advisory Board, Contractor, Contract Labour, Employer, Employee, Factory, Industrial Disputes, Tribunal, Wages, Worker, Floor wage. Same work or work of similar nature</li> <li>• <b>Minimum Wages</b>- Payment of minimum Wages, Fixation of Minimum Wages, Components of minimum Wages, Procedure for fixing and revising minimum wages, Power of Central government to fix floor wages of employees who work for less than normal working, wages for two or more classes of work, minimum time rate wages for piece work, fixing hours of work for normal working days, wages for overtime work.</li> <li>• Role of Advisory Board.</li> </ul>	<b>06 Units</b>
<b>11. Payment of Wages</b> <ul style="list-style-type: none"> <li>• Mode of payment of wages, fixation of wages period, time limit for payment of wages,</li> </ul>	<b>06 Units</b>

Deduction which maybe made from wages, Equal pay for equal work, fines, Deduction from absence from duty, deduction for damages or loss, Deduction for service recorded, Deduction for recovery of advance, Deduction for recovery of loans, provision (Clause) of payment of wages not to apply to government establishment.	
<b>12. Payment of Bonus</b> <ul style="list-style-type: none"> <li>• Eligibility for Bonus proportionate reduction in Bonus in certain cases, Computation of number of working days, Disqualification for bonus, Establishment to include department undertaking and branches, payment of bonus out of allocation surplus computation of gross profit, computation available surplus sums.</li> <li>• Set-on and Set off</li> </ul>	<b>06 Units</b>
<b>13. Authority, Offence and Penalty</b> <ul style="list-style-type: none"> <li>• Appointment and powers and functions of Inspector-cum- facilitator,</li> <li>• Offences and Penalties U/Code on Wages 2019</li> </ul>	<b>03 Units</b>

#### ASSESSMENT RULES:

- The assessment rules for the subject Labour Codes II shall be as earlier.
- Total marks for each subject shall be 100. There shall be ESE (End Semester Examination) conducted by the University, which shall be of 75 marks and there shall be CA (Continuous Assessment) at college level for 25 marks. Passing percentage for each subject is 40%. (For ESE 30 marks out of 75 and for CA 10 out of 25)

#### PAPER PATTERN:

- There shall be ESE for each subject.
- There shall be maximum 75 marks.
- Time / duration shall be 3 hours.
- There shall be total 8 questions (8<sup>th</sup> question shall be of writing short notes 3 out of 5) each for 15 marks.
- Students shall attempt any 5 questions.

#### RECOMMENDED BOOKS:

##### Primary Textbooks (Strongly Recommended)

##### 1. P.L. Malik

- *Labour and Industrial Law*
- Eastern Book Company  
Excellent for conceptual clarity, case law, and exam answers

##### 2. S.N. Mishra

- *Labour and Industrial Laws*
- Central Law Publications  
Covers Labour Codes with comparative analysis of old laws

3. **H.L. Kumar**

- *Commentary on the Code on Social Security, 2020*
- Universal Law Publishing  
Best for in-depth understanding of EPF, ESI, Gratuity, Gig & Unorganised Workers

4. **H.L. Kumar**

- *Commentary on the Code on Wages, 2019*
- Universal Law Publishing  
Detailed explanation of minimum wages, floor wages, bonus, equal remuneration

**Supplementary / Reference Books**

5. **K.D. Srivastava**

- *Commentary on Labour Laws*
- LexisNexis  
Useful for interpretation and legal language in long answers

6. **Bare Acts (Latest Editions)**

- *Code on Social Security, 2020*
- *Code on Wages, 2019*
- Along with relevant **Rules & Draft Rules**  
Essential for definitions, sections, and short notes

7. **V.G. Goswami**

- *Labour and Industrial Law*
- Central Law Agency  
Helpful for constitutional provisions and international labour standards (ILO)

**Online & Government Resources (For Updates & Examples)**

8. **Ministry of Labour & Employment, Government of India**

- Official notifications, schemes, and draft rules  
Useful for recent developments and practical application

9. **ILO Publications**

- For international labour standards and conventions  
Useful for Part A (International Instruments)