



॥ सा विद्या या विमुक्तये ॥

स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

'ज्ञानतीर्थ', विष्णुपुरी, नांदेड - ४३१ ६०६ (महाराष्ट्र राज्य) भारत

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मानवविज्ञान विद्याशाखे अंतर्गत Post graduate Diploma in Labour Laws (PGDLL) सुधारित अभ्यासक्रम शैक्षणिक वर्ष २०२६-२७ पासून लागू करण्याबाबत.

प रि प त्र क

या परिपत्रकान्वये सर्व संबंधितांना कळविण्यात येते की, दिनांक १७ जुलै २०२६ रोजी संपन्न झालेल्या मा.विद्यापरिषद बैठकीतील ऐनवेळेचा विषय क्र.०३/६५-२०२६ च्या ठरावानुसार Post graduate Diploma in Labour Laws (PGDLL) हा सुधारित अभ्यासक्रम शैक्षणिक वर्ष २०२६-२७ पासून लागू करण्यास मा.विद्यापरिषदेने मान्यता प्रदान केली आहे. त्यानुसार मानवविज्ञान विद्याशाखेतील Post graduate Diploma in Labour Laws (PGDLL) सुधारित अभ्यासक्रम (Syllabus) शैक्षणिक वर्ष २०२६-२७ पासून लागू करण्यात येत आहे.

सदरील परिपत्रक व अभ्यासक्रम (Syllabus) प्रस्तुत विद्यापीठाच्या 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.:शै-१/परिपत्रक/डिप्लोमा/पीजी/२०२६-२७/१५७

दिनांक : ०३.०९.२०२६



(Signature)
उपकुलसचिव

शैक्षणिक (१-अभ्यासमंडळे) विभाग

प्रत माहिती व पुढील कार्यवाहीस्तव :-

- 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, परिक्षा व मुल्यमापन मंडळ, प्रस्तुत विद्यापीठ.
- ५) मा. प्राचार्य, सर्व संबंधित संलग्नित महाविद्यालये, प्रस्तुत विद्यापीठ.
- ६) सिस्टीम एक्सपर्ट, शैक्षणिक विभाग, प्रस्तुत विद्यापीठ. यांना देवून कळविण्यात येते की, परिपत्रक अभ्यासक्रम संकेतस्थळावर प्रसिध्द करण्यात यावेत.



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FROM THE DESK OF THE CHAIRPERSON, BOARD OF STUDIES IN LAW

The legal profession is one of the most prestigious, intellectually stimulating, and socially significant professions. It plays a crucial role in upholding the Rule of Law, protecting human rights, ensuring access to justice, and fostering a sense of responsibility towards society. Legal education, therefore, serves as the foundation for preparing competent lawyers, judges, academicians, legal professionals, and socially responsible citizens committed to constitutional values and justice.

In today's rapidly evolving legal landscape, shaped by globalization, technological advancements, and emerging legal challenges, legal education must remain contemporary, globally competitive, and professionally relevant. It should not only impart sound legal knowledge but also cultivate essential skills such as legal research, analytical reasoning, advocacy, legal writing, critical thinking, negotiation, and decision-making.

Experiential learning through internships, project work, field visits, legal aid activities, and practical training has become an indispensable component of legal education. At the same time, the growing impact of Artificial Intelligence, digital technologies, and significant legislative reforms demands that legal curricula be reviewed and updated periodically to meet the expectations of the profession and society.

Recognizing these developments, the Board of Studies in Law has undertaken the process of updating the curriculum of the Post Graduate Diploma in Labour Laws (PGDLL). The proposed revision aims to incorporate the provisions of the newly enacted Labour Codes, recent judicial pronouncements, emerging trends in labour jurisprudence, and contemporary developments in industrial relations and employment law. The updated curriculum is being designed with a learner-centric, outcome-based, and skill-

oriented approach to strengthen students' legal competence, practical understanding, ethical values, and professional employability.

The University remains committed to developing curricula that promote holistic learning and academic excellence. Every course in the proposed syllabus will have clearly defined objectives, learning outcomes, and assessment strategies to ensure transparency, quality, and alignment with the evolving needs of legal education and professional practice.

The Board of Studies in Law sincerely appreciates the valuable contributions of academicians, legal practitioners, industry experts, faculty members, and other stakeholders who are participating in this curriculum revision process. Their collective expertise will help develop a contemporary, comprehensive, and professionally relevant syllabus for the Post Graduate Diploma in Labour Laws (PGDLL), ensuring that the programme continues to meet the highest standards of legal education and effectively prepares students for the changing world of work and labour law.

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Swami Ramanand Teerth Marathwada University
Nanded
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Revised Syllabus of Diploma in Labour Laws

**POST GRADUATE DIPLOMA IN LABOUR LAWS AND INDUSTRIAL
RELATIONS**
With effects from 2026-2027

PROGRAM SPECIFIC OUTCOMES:

PSO-1	To provide students with an in-depth understanding of the historical evolution and the constitutional foundations of labour legislation
PSO-2	To familiarize students with the core doctrines that govern industrial jurisprudence
PSO-3	A critical objective is to understand the transition from the legacy labour Acts to New Labour Codes.
PSO-4	Enable students to understand and effectively manage various aspects of labour and management relations across industrial and other organizational settings.
PSO-5	To equip students with the practical knowledge required to manage statutory regulatory compliance.

Duration: 1 Year

Total Courses: Four

Total Marks: 400

Practical Marks: 20 per paper

Theory Papers: 80 Marks

Total Credits: 16 (Four for Each Course)

ASSESSMENT RULES:

- The examination for the Post-Graduate Diploma in Labour Codes shall comprise of 4 papers of 100 marks each.
- Out of which 80 marks are for ETE (End Term Examination) theory examination and 20 marks for internal/Practical work.

- In each course in ETE, the question paper shall consist of Seven questions, out of which the candidate has to solve any four questions. Each questions shall carry 20 Marks. Question no. 7 shall be of short notes, wherein students has to solve 2 short notes out of 4.

POST GRADUATE DIPLOMA IN LABOUR LAWS AND INDUSTRIAL RELATIONS

Typically spans four core Courses as below.

COURSE I PRINCIPLES OF LABOUR LEGISLATIONS AND CODE ON WAGES 2019 (Four Credits)

COURSE OBJECTIVE

CO-1	To provide students with an in-depth understanding of the historical evolution and the constitutional foundations of labour legislation
CO-2	To familiarize students with the core doctrines that govern industrial jurisprudence
CO-3	A critical objective is to understand the transition from the four legacy acts (Minimum Wages Act, Payment of Wages Act, Payment of Bonus Act, and Equal Remuneration Act) into a single unified code
CO-4	Understanding the mechanics of the Floor Wage and the procedure for fixing minimum wages across different sectors.
CO-5	To equip students with the practical knowledge required to manage statutory regulatory compliance.

MODULE/TOPIC	NO. OF UNITS/ PERIODS REQUIRED
1. Historicial • Evolution of Labour Legislations. • Aims and Objects • Principle of social justice Bonded Labour to Labour welfare • Laissez-Fair Theory • Amendment of Labour Laws in India to address changing labour issues since independence. • Labour codes Adequacy and Limitations of Labour Laws • First and Second National Commission of Labour reports	15 Units
2. Constitutional Framework Underlying Labour Laws. A part III Fundamental Rights related to labour • Preamble Socialist and Equality, Justice, welfare state. • Art 14 Nondiscrimination in wages/conditions of work. • Art 16 Equal opportunity in public employment • Art 19 Freedom of association, speech, profession, vocation • Art 21 Right to life and personal liberty (safe working conditions) • Art 23 Prohibition of forced labour & trafficking • Art 24 Prohibition of child labour	15 Units

B Part IV DPSP related to labour • Art 39(a) Right to work and living wage • Art 42 Just and humane conditions of work, maternity relief • Art 43 Living wage, leisure, social/cultural opportunities • Art 43-A Participation in management by workers	
C Labour as a part of Concurrent list	
3.Principles Governing Labour Legislation • Welfare Legislations • Right based Principles – collective bargaining, • Paternalistic Principles states protect workers from exploitation • Protection vs flexibility, Welfare vs employer liability	12 Units
4.The Code on Wages 2019 • Scope, Objectives and wide coverage • Definition - Advisory Board, Contractor, Contract Labour, Employer, Employee, Factory, Industrial Disputes, Tribunal, Wages, Worker, Floor wage. Same work or work of similar nature • Minimum Wages- 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.	15 Units
5. Payment of Wages • Mode of payment of wages, fixation of wages period, time limit for payment of wages, Deduction which maybe may be 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	12 Units
6. Payment of Bonus • 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.	07 Units
7. Authority, Offence and Penalty • Appointment and powers and functions of Inspector-cum-facilitator, • Offences and Penalties U/Code on Wages 2019	04 Units
8. ILO & International Instruments on Labour Rights	04 Units
Total Units	84

**COURSE II THE OCCUPATIONAL SAFETY, HEALTH AND WORKING
CONDITION CODE 2020 (Four Credits)**

COURSE EDUCATIONAL OBJECTIVE

CO-1	To analyze the preamble and objectives of the Code in terms of improving worker safety and health, rationalizing compliance and creating a more efficient labour regulatory framework
CO-2	To study the rights and duties of employers and employees, including duties to maintain a hazard free workplace, provide welfare facilities and comply with health and safety standards.
CO-3	To familiarize students with the definitions, coverage and applicability of the Code to different kinds of establishments and categories of workers.
CO-4	To equip students with the practical knowledge required to manage statutory regulatory compliance.
CO-5	To examine procedures relating to registration, licensing, inspections, notices, penalties and adjudication under the Code.

MODULE/TOPIC	NO. OF UNITS/ PERIODS REQUIRED
1. OSH&WC CODE 2020 • Scope, applicability and core objectives • Definition U/OSH & 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	15 Units
2. The Occupational Safety, Health and Working Committee • Duties of employers and employees with core activities • Occupational Safety and Health standards • General Working Condition (Cleanliness, hygiene, ventilation, drinking water, lighting, and sanitation) • Health and Safety Standards, annual health checkups, Occupational diseases. • Welfare Facilities in the establishment • Hours of work and annual leave with wages • Interstate migrant workers Registration and specific entitlements.	15 Units
3. Inspector- Cum facilitator and other Authority Appointment of inspector- cum- Facilitator • Power of Inspector- Cum- Facilitator • Power and Duties of District magistrate • Power of Special Officer • Medical Officer	12 Units
4. Labour Welfare	

• Special Provision Relating to employment of Women and POSH Act applicability. • Special Provision for contract labour and inter migrant worker • Audio- Visual Workers • Mines • Beedi and cigar workers • Building and other construction worker factories • Overtime payment provisions • Maintenance of registers and records	15 Units
5 Factories and relevant provision • Approval and licensing of factories • Liability of owner of premises in certain circumstances Dangerous operation • Constitution of site appraisal Committee • Duties of Occupier • National Board to inquire into certain Situation • Emergency standards	07 Units
6. Unfair Labour Practices • Offence and penalties under OSH and IR Code 2020 • Concept of Decriminalization.	06 Units
7. The Child Labour (Prohibition and regulation) Amendment Act 2016	04 Units
8. Other Labour Welfare Legislation 1. Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017. 2. The Apprentice Act 1961 3. The Maharashtra Mathadi Hamal & other manual workers (Regulations of employment & welfare) Act 1969	10 Units
Total Units	84

COURSE III SOCIAL SECURITY CODE 2020(Four Credits)

CO-1	To enable students with a comprehensive foundation in the legal framework governing social security for workers across all sectors in India.
CO-2	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.
CO-3	Enable students to understand how the Code operationalizes fundamental rights and the nation's policy goal of universal and comprehensive social security coverage.
CO-4	To identify and analyze the categories of workers protected under the Code
CO-5	To develop insight into the structure, powers, and functions of Social Security Organizations (EPFO, ESIC, and various Social Security Boards) and how they administer schemes under the Code.

MODULE/TOPIC	NO. OF UNITS/ PERIODS REQUIRED
1. Social Security Code 2020 • Scope, applicability and core objectives • 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.	15 Units
2. Organization Under Social Security Code • Board of Trustee of employees' provident fund • Employees' State Insurance Corporation • National Social Security Board and • State unorganized Workers' Board, • State building workers Welfare Board. • Structure and functions of CBT.	15 Units
3. Employees Provident Fund and Pension • Appointment of officer of Central Board, • Scheme, Funds, Contribution in respect of Employees and contractors, • Fund to be recognized under Income Tax Act, • Priority of payment of Contribution over other debts, • Non Application of Chapter • Authorizing certain employer to maintain provident fund accounts, • Transfer of accounts, • Appeal to tribunal	15 Units

4. Employees State Insurance Corporation • Principle officers and other staff employees state Insurance fund utilization of Funds, • All Employee to be insured, Contribution, • Benefits, • Presumption to Accident arising in Course of Employment, Occupational Disease, • Employer liabilities • Employees Insurance Code	15 Units
5. Gratuity • Payment of Gratuity criteria for FTE and permanent employee. • Continuous Service, • Nomination determination of amount of gratuity Compulsory insurance, • Competent Authority.	06 Units
6. Maternity Benefit • Provision relating to the maternity Benefit linked with OSH code requirement • Employees Compensation, • Provision relating to the employee compensation	06 Unit
7. Social Security and Cess in respect of building various types of workers • Social Security and Cess in respect of building and other construction worker's social security for unorganized workers, • Gig workers and platform worker's social security coverage • Employment exchange compulsory notification for vacancies • Offences and Penalties U/ The code on social security 2020	10 Units
8. Other Security Legislation 1.Fatal Accident Act-1955	02 Units
Total Units	84

COURSE IV INDUSTRIAL RELATIONS CODE 2020 (Four Credits)

CO-1	To enable students to interpret and analyze the core provisions, compliance requirements, and regulatory mechanisms of the new codes.
CO-2	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.
CO-3	To enable learners to practically apply the Code to situations involving strikes, layoffs, retrenchment, employer-employee relations, and the operation of industrial establishments.
CO-4	To equip students with practical and theoretical insights into modern industrial relations.
CO-5	To enable students analyzing dispute resolution tools like Works Committees and Grievance Redressal Committees for establishments with 20+ workers.

MODULE/TOPIC	NO. OF UNITS/PERIODS REQUIRED
Part A INDUSTRIAL RELATION CODE 2020 1.General 1.Historical perspective on Labour, 2.Labour policy in India, 3.Principles and object of labour legislation 4.Problems on labours 5.Growth on Labour Legislation in India 6.International labour standards and Implementation - 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	18 Units
2. Introduction of the Industrial Relation Code 2020 Scope, applicability, and core objectives - Bi-Partite, Works Committee, Grievance Redressal Committee composition and Procedure. - Registration of trade Union (Section 5 to 33 Industrial Relation Code) Rights - Recognition of Negotiating Union or Negotiating Council (Section 14) - History & Development of Trade Union of India.	16 Units
3. Standing Order (section 34 to 46 of Industrial Relation Code) - Applicability threshold (300+ workers), model standing orders and certification process. - Notice of Change in condition of service - Voluntary Reference of Disputes to Arbitration.	12 Units

4. Dispute resolution Mechanism, Procedure, Power & Duties of Authority • Conciliation Officer • Industrial Tribunal • National Industrial Tribunal	12 Units
5. Strikes and Lockout, lay off, Retrenchment & Closure • Prohibition of Strikes and Lockouts • Conditions for Illegal Strikes & lockouts, mandatory 60days notice period • Prohibition of Financial aid to illegal strikes or Lockouts • lay off, Retrenchment and Closure • Worker Re-skilling Fund.	15 Units
6.The Maharashtra Recognition of Trade Union & Unfair Labour Practices Act 1971	06 Unit
7.Maharashtra Industrial Relations Act (MIR)1946	05 Units
Total Units	84