



SAVITRIBAI PHULE PUNE UNIVERSITY

(Formerly University of Pune)

Diploma in Labour Laws and Labour Welfare

Diploma Courses Syllabus

(Faculty of Humanities – Law)

With effect from the Academic Year 2026–2027

Savitribai Phule Pune University
Diploma in Labour Laws and Labour Welfare (D.L.L. & L.W.)
(With effect from Academic Year 2026–27)

Eligibility for Admission:

To be eligible for admission, the candidate must be Graduate or have equivalent degree from any recognized University.

Duration of the Course:

Duration of the course shall be One Academic Year.

Medium of Instruction:

The medium of the course shall be only in English.

Examination:

The examination shall be held at the end of every academic year.

Standard of Passing or Exemption:

1. There shall be a written examination of 100 marks for all the theory papers at the end of the academic year.
2. A student who has secured 40 marks in the written examination is said to have passed the theory paper (course).
3. There shall be a Journal for the practical paper consisting of 80 marks and also a viva voce examination of 20 marks to be conducted by one internal faculty member and one external faculty member as assigned by the university or the principal of the Law College.
4. A student who has secured a minimum of 32 marks for the Journal and a minimum of 8 marks in the viva voce is said to have passed the practical paper (course).
5. There shall be revaluation of the answer sheets of end semester University examination of theory papers as per Ordinance No. 134 A and B of Savitribai Phule Pune University (SPPU), Pune.

Removal of Doubts and Difficulties:

Notwithstanding anything stated in the rules herein, for any unforeseen issues arising, and not covered by the rules herein, or in the event of differences of interpretation, the Vice-Chancellor of the University may take a decision and the said decision of the Vice-Chancellor shall be final and binding.

Program Outcomes:

1. The course will provide students with a comprehensive understanding of industrial relations, regulations, payment, and working conditions.
2. Raising awareness of historical, socio-cultural, psychological, economic, and political aspects of organized and unorganized labour, as well as issues related to women, child labour, migrant labour, bonded labour, and labour organizations at local, national, and international levels.
3. Provide students with an understanding of various approaches to industrial relations, including legal and alternative avenues for resolving labour-management problems.
4. Developing legal knowledge and abilities for managing labour-management relations.
5. Understanding Compliance documentation under various Labour Laws

The following papers shall be a part of the course:

1. **DLLLW 0101**
CODE ON WAGES, 2019 – 100 marks
2. **DLLLW 0102**
INDUSTRIAL RELATIONS CODE, 2020 – 100 marks
3. **DLLLW 0103**
CODE ON SOCIAL SECURITY, 2020 – 100 marks
4. **DLLLW 0104**
OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS
CODE, 2020 – 100 marks
5. **DLLLW 0105**
PRACTICAL TRAINING PAPER WITH FIELD WORK AND VIVA-VOCE –
100 Marks

PAPER – I
CODE ON WAGES, 2019
Paper Code: DLLLW 0101
100 Marks

Module I: Foundations of Wage Regulation

1. Objectives and scope of the Code
2. Consolidation of prior wage laws
3. Definitions: employee, employer, wages
4. Applicability across sectors

Module II: Minimum Wages, Equal Pay, and Payment Systems

1. Theory of Wages
2. Concept of minimum wages and floor wages
3. Criteria for fixation and revision
4. Equal remuneration provisions
5. Payment of wages: modes, timelines, deductions

Module III: Bonus, Deductions, and Compliance Framework

1. Eligibility and calculation of bonus
2. Permissible wage deductions
3. Employer obligations and record-keeping
4. Compliance mechanisms

Module IV: Enforcement, Penalties, and Case Law Applications

1. Inspector-cum-Facilitator role
2. Penalties for non-compliance
3. Adjudication and appellate authorities
4. Landmark case studies

PAPER – II
INDUSTRIAL RELATIONS CODE, 2020
PAPER CODE: DLLLW 0102
100 Marks

Module I: Introduction

1. Objectives and scope of the Code
2. Consolidation of prior laws
3. Registration and recognition of trade unions
4. Rights and duties of unions
5. Standing orders: certification and modification
6. Role in industrial harmony

Module II: Collective Bargaining and Dispute Resolution

1. Collective bargaining process
2. Strikes and lockouts: conditions and restrictions
3. Conciliation and mediation mechanisms
4. Role of government in dispute resolution

Module III: Lay-off, Retrenchment, and Worker Rights

1. Conditions for lay-off and retrenchment
2. Compensation and notice requirements
3. Closure of establishments
4. Worker protection measures

Module IV: Tribunals, Grievance Redressal, and Contemporary Challenges

1. Industrial tribunals and their jurisdiction
2. Grievance redressal committees
3. Appeals and adjudication process
4. Contemporary challenges in industrial relations

PAPER – III
CODE ON SOCIAL SECURITY, 2020

Paper Code: DLLLW 0103

100 Marks

Module I: Social Security Architecture and Coverage

1. Objectives and scope of the Code
2. Consolidation of prior social security laws
3. Coverage of employees and establishments
4. Role of government and social security organizations

Module II: Provident Fund, Pension, Insurance, and Maternity Benefits

1. Provident fund provisions
2. Pension schemes and gratuity
3. Employee insurance schemes
4. Maternity benefits and related rights

Module III: Gig Workers, Platform Workers, and Unorganized Sector

1. Definitions and recognition of gig/platform workers
2. Social security entitlements for unorganized workers
3. Registration and welfare schemes
4. Challenges in implementation

Module IV: Administration, Compliance, and Emerging Issues

1. Authorities and administrative framework
2. Compliance obligations of employers
3. Penalties and enforcement mechanisms
4. Emerging issues in social security

PAPER – IV
OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

Paper Code: DLLLW 0104

100 Marks

Module I: Introduction

1. Objectives and scope of the Code
2. Consolidation of prior laws
3. General duties of employers
4. Duties of employees
5. Safety committees and representatives
6. Responsibility for workplace safety

Module II: Health, Safety, and Welfare Provisions

1. Health and hygiene standards
2. Safety measures in hazardous industries
3. Welfare facilities (canteens, crèches, restrooms)
4. Medical facilities and inspections

Module III: Working Hours, Leave, and Employment Conditions

1. Working hours and overtime rules
2. Weekly holidays and leave entitlements
3. Employment of women and young persons
4. Night shifts and special conditions

Module IV: Contract Labour, Migrant Workers, and Enforcement Mechanisms

1. Regulation of contract labour
2. Provisions for inter-state migrant workers
3. Licensing and registration requirements
4. Enforcement, penalties, and case law

PAPER – V
PRACTICAL TRAINING PAPER: FIELD WORK AND VIVA-VOCE
Paper Code: DLLLW 0105
100 Marks

This paper shall consist of the following:

- A. Maintaining a Journal – 30 marks
- B. Study Tour Reports / Field Work Visit Journals – 50 marks
- C. Viva-Voce – 20 marks

(A) Maintaining a Journal – 30 marks

1. Every student will be required to keep a Journal of the field work done during the course of his / her study.
2. The following are the details required in the Journal:
 - a. ONE Article on Current Labour problems or topics
 - b. ONE Study of Labour Cases from the Supreme Court or High Courts
 - c. TWO summaries of Seminar / Moot Court / Guest Lectures / Group Discussion / Workshops
 - d. ONE Study of different forms or returns to be filled under various Labour Codes

(B) Study Tour Reports / Field work visits Journals – 50 marks

1. Visit to Factory / Industry OR Visit to Labour Court / Industrial Court OR Visit to any Government Labour Department (25 marks)
2. Any one of the following visits (25 marks)
 - a. Visit to any office of the Commissioner of Labour OR Office of Director, Safety and Health OR Office of the Regional Commissioner of Provident Fund or Trade Union Office OR Labour Welfare Centre; OR
 - b. Visit to Office of the Local Manager OR Employees State Insurance Corporation

(C) Viva-Voce (Oral) – 20 marks

The field work and viva voce shall be examined by the Teacher In-charge of the field work in the Institution concerned and one or more external examiners.

SUGGESTED READINGS:

1. Kharbanda and Kharbanda, New Industrial and Labour Codes, Law Publishing House, 5th Edition, 2026.
 2. P. L. Malik, Handbook of Labour and Industrial Law, Eastern Book Company, 21st Edition, 2026
 3. Bhagyashree Deshpande, Textbook on New Labour and Industrial Laws, Central Law Publications, 2nd Edition, 2026.
 4. R.C. Srivastava, Commentary on New Labour and Industrial Code, Commercial Law Publications, 1st Edition, 2026.
 5. Kharbanda and Kharbanda, Commentary on New Industrial and Labour Codes, Law Publishing House, 1st Edition, 2026.
 6. S.N. Mishra, Labour & Industrial Laws, Central Law Publications, 30th Edition, 2024.
 7. S.K. Puri, Labour and Industrial Laws, Universal's (LexisNexis), 2024.
 8. Avtar Singh and Harpreet Kaur, Introduction to Labour and Industrial Law, LexisNexis, 1st Edition, 2024.
 9. V.G. Goswami, Labour and Industrial Laws, Central Law Agency, 11th Edition, 2019.
 10. S.B. Rao, The Concept of Bonus, Law Publishing House, 9th Edition, 2022.
 11. S.B. Rao, Law & Practice on Minimum Wages, Law Publishing House, 5th Edition, 2019.
 12. O.P. Malhotra, The Law of Industrial Disputes, Lexis Nexis, 7th Edition, 2015.
 13. K.D. Srivastava, Commentary on Factories Act, 1948, Eastern Book Co., 5th Edition, 2001.
 14. S. C. Srivastava, Social Security and Labour Laws, Eastern Book Co., 1985.
 15. R.F. Rustamji, The Law of Industrial Disputes in India, Law Publishing House, 1962
 16. R. C. Saxena, Labour Problems and Social Welfare, Jai Prakash Nath & Co., 7th Edition, 1959.
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