



DIPLOMA IN INDUSTRIAL RELATIONS AND LABOUR CODES

Semester - 1					
Paper		Internal Marks	External Marks	Total Marks	Passing Standard
Paper I	An Overview of Administrative Machinery for Law Enforcement and Compliances	30	70	100	35
Paper II	Code on Wages 2019	30	70	100	35
Paper III	Industrial Relations Code 2020	30	70	100	35
Paper IV	Gujarat Shops and Establishment Act and POSH Act	30	70	100	35
Semester – 2					
Paper V	Code on Social Security, 2020	30	70	100	35
Paper VI	Occupational Safety, Health and Working Conditions Code, 2020	30	70	100	35
Paper VII	Project & Viva	30	70	100	35

Semester – 3
Internship / Block Placement / Project Work on IR / Labour Issues in Public / Private Sector Unit Duration – 45 Days

DETAILED SEMESTER PLAN:

	Paper	PAPER	UNITS
SEMESTER – I	Paper– 1	An overview of Administrative Machinery for Law enforcement and compliances	Evolution of Labour Reforms, ILO functions, Labour Economics, Labour Market, Workers in India, National Commissions on Labour, Labour Related Data sources (PLFS, NSO)
	Paper - 2	Code on Wages 2019	Minimum Wages Act, 1948 (b) Payment of Wages Act, 1936 (c) Payment of Bonus Act, 1965 (d) Equal Remuneration Act, 1976

	Paper- 3	Industrial Relations Code – 2020	The Trade Unions Act, 1926 (b) The Industrial Employment (Standing Orders) Act, 1946 (c) The Industrial Disputes Act, 1947.
	Paper-4	Gujarat Shops and Establishment Act and POSH Act	
SEMESTER – II	Paper 5	Code on Social Security-2020	The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 (b) Payment of Gratuity Act, 1972 (c) Employees’ Compensation Act, 1923 (d) Maternity Benefit Act, 1961 (e) Employees’ State Insurance Act, 1948 (f) Workers Cess Act, 1996 (g) Cine Workers Welfare Fund Act, 1981 (h) Building and Other Construction and Unorganised Workers’ Social Security Act, 2008 (i) Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
	Paper- 6	Occupational Safety Health and Working Conditions Code-2020	The Factories Act, 1948 (b) The Mines Act, 1952 (c) The Dock Workers (Safety, Health and Welfare) Act, 1986 (d) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (e) The Plantations Labour Act, 1951 (f) The Contract Labour (Regulation and Abolition) Act, 1970 (g) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979(h) The Working Journalist and other News Paper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (i) The Working Journalists (Fixation of rates of wages) Act, 1958 (j) The Motor Transport Workers Act, 1961 (k) The Sales Promotion Employees (Condition of Service) Act, 1976 (l) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 (m) The Cine-Workers and Cinema Theatre Workers Act, 1981.
	Paper-7	Internship Project & Viva	Internship / Block Placement / Project Work on IR / Labour Issues in Public / Private Sector Unit Duration – 45 Days

Duration of the PG Diploma Course:

The certificate course represents a part time one year course of study commencing ordinarily in the month of August.