XLRI Xavier School of Management
For the greater good

XLEAD
XLRI Leadership Education and Development

EXECUTIVE DEVELOPMENT PROGRAMME IN LABOUR LAWS FOR MANAGERS



EDPLLM BATCH 11 | DURATION: 8 MONTHS

INSTITUTE LEVEL

AACSB ACCREDITED | ASSOCIATION OF MBAS ACCREDITED | EQUIS ACCREDITED

XLRI Jamshedpur holds the prestigious "Triple Crown" accreditation - AACSB, AMBA, and EQUIS. Fewer than 1% of business schools worldwide achieve this elite distinction.

XLRI Jamshedpur: An Overview

Founded in 1949 by the Society of Jesus (Jesuits) in the steel city of Jamshedpur, XLRI – Xavier School of Management is India's oldest business school. World-renowned for its pioneering contributions to management education, XLRI initially began by training trade union leaders before developing India's premier academic programs in Industrial Relations and Human Resource Management. Guided by its ethos of "Excellence and Integrity," XLRI consistently ranks among the top business schools in Asia, producing ethically grounded, socially responsible, and industry-ready leaders.

Executive Development Programme in Labour Laws for Managers (EDPLLM)

The Executive Development Programme in Labour Laws for Managers (EDPLLM) is a specialized executive course designed to navigate the complexities of modern employment relations and dynamic regulatory frameworks.

EDPLLM integrates core labor laws with essential collateral fields—such as employment relations, social policies, Constitutional Law, and Contract Law—to equip professionals with the legal expertise needed to thrive in today's competitive global market. Designed to bridge theory and practice, the programme trains participants to accurately interpret statutes, analyze landmark Supreme Court judgments, and balance workers' rights with employer obligations regarding wages, working conditions, and social security. Ultimately, it enables managers to make informed, pragmatic decisions, ensuring workplace compliance, resolving industrial disputes, and minimizing legal risk within complex regulatory frameworks.



Programme Objectives

- To understand sources of law, constitutional framework and judicial decision-making processes.
- To understand the pragmatic facets and changing dynamics of the Labour Laws relevant to the organizations, industries, Factories, firms etc.
- To improve decision making by identifying and evaluating the legal risks involved.
- To know the labour issues and compliance to create risk matrix and to offer solutions to minimize risks and legal liabilities.
- To enable critical thinking, innovative approaches and ethical decisions, individually and as an organization.
- To learn legal processes affecting business, including employee relationships, business formations, and contractual obligations.
- To learn the ways to resolve legal issues along with handling contract management and outsourcing.
- To encourage critical thinking and innovative approaches to legal applications including law and procedure of disciplinary enquiries.
- To learn how to read the law, in between the line without getting trapped into unwarranted ambiguities.
- To learn the art of cross reference techniques within the legal framework consisting of numerous statutes.
- To improve analytical skills and develop oral expression.
- To learn to read a judicial case and understand the judicial process.
- To learn the art of Contract Drafting.



Programme Take-aways

- Massive knowledge and expertise in labour, industrial & employment laws.
- Greater ability to deal with policy and legal issues arising out of labour compliance.
- Expertise in the critical labour and industrial laws structures.
- Confident functioning, operating and execution in industrial relations practice.
- Precise understanding of contemporary perspectives in the existing and upcoming laws.

Eligibility

- For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline and min 2 years work experience.
- For International Participants - Graduation or equivalent degree from any recognized University min with 2 years' work exp or Institution in their respective country.
- For Indian and International Participants – Graduates / Working professionals.



Programme Curriculum

1. **Introduction**
   - Labour Laws: Yesterday, Today and Tomorrow
   - Why and What for NEW LABOUR CODES
2. **Constitution & Labour Laws**
   - Learning the Laws: Tools of Interpretation.
   - The Judicial Process: Decision Making Processes.
   - Constitution of India vis-à-vis Labour Legislation
   - Meaning of State; Fundamental rights vis-à-vis labour laws
   - Equality before law and its application in Labour Laws
   - Equal pay for equal work; and Article -16 and reservation policies
   - Articles 12, 14,19, 21, 23 and 24 and its implications
   - Writs and its implication
   - DPSP and Labour Laws
   - Jurisdiction of High Court and Supreme Court
3. **Contract Labour Management & Outsourcing**
   - CLRA Act, 1970 & Rules including Forms – HR Practice and Compliances
   - Risks & Its Insulation
   - Sham & Camouflage : Legal Consequences
   - Supreme Court and Contract Labour issues
   - Contract Labour & OSH &WC Code
4. **Law of Industrial Relations**
   - The Trade Unions Act, 1926 and Collective Bargaining
   - The Industrial Employment (Standing Orders) Act, 1946
   - The Industrial Disputes Act, 1947
   - Downsizing, Retrenchment, lay-off, termination, strike, Adjudicatory Authorities & Conciliation Officer and his Duties and Powers
   - Industrial discipline and domestic inquiry
   - Merger and Acquisition
   - Important Changes Made in IR Code
5. **Law of Wages**
   - The Minimum Wages Act, 1948
   - The Payment of Wages Act, 1936
   - The Payment of Bonus Act, 1965
   - Important Changes made in Wage Code
6. **Social Security Legislations**
   - The Employees Compensation Act, 1923
   - The Employees State Insurance Act, 1948
   - The Employees Provident Funds and Miscellaneous Provisions Act, 1952
   - The Payment of Gratuity Act, 1972
   - The Maternity Benefit Act, 1961 and policies relating to Maternity Benefit
   - Important Changes proposed in Social Security Code
7. **Working Hours**
   - PFactories Act
   - Apprentices Act
   - Shop & Establishment Act – IT, ITEs, Service Industries
8. **Creating Safe Workplaces**
   - Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Understanding the Scope of Application
   - Written complaint
   - Conciliation
   - Enquiry and Limitations on Disclosures
   - Actions and Timelines
   - Consequences for Violations of Statutory Norms
9. **Legal Aspects of Contract Management**
   - Competency
   - Consent
   - Validity
   - Enforceability
   - Time is the essence
   - Restrictive Covenants, Bonds and NDAs : Legal Analysis
   - Force Majeure
   - Liquidated Damages and Courts
   - Alterations and Amendments
   - Drafting Strategies: Manpower Contract, Service Contract and Commercial Contract.
   - Forum Selection for Dispute Resolution: Courts and Arbitration.
   - Learnings from Landmark Cases.
10. **Industrial Disputes and Discipline Management (IDDM)**
    - Industrial Employment (Standing Orders) Act, 1946
    - Domestic and Disciplinary Proceedings
    - Standing Orders and Company SOPs
    - Minor and Major Misconduct
    - Enquiry Procedure and Principles of Natural Justice
    - Enquiry Officer and Enquiry Report
    - Writing an Enquiry Report: Do's and Don'ts
    - Actions Taken by Disciplinary Authority
    - Appeals
    - Learning from Landmark Cases.

Note: New Labour Codes included

Pedagogy

The sessions for this programme will be delivered through LIVE lectures using highly interactive Direct to Device (D2D) Video Conferencing technology facilitated by programme partner VCNow. The pedagogy will comprise of case studies, interactive sessions, project work and class exercises imparted by XLRI's faculty in order to help participants gain the knowledge, understanding, and hands-on skills to immediately apply their learning in the workplace. Additionally, participants opting for a Certificate of Completion will be assigned project work and presentations that will be evaluated by the Faculty in addition to providing individual feedback.

Assessment

There are periodic evaluations built in throughout the duration of the course. Concerned faculty may assess the performance of the participants in the form of quizzes, assignments, tests etc. Participants who successfully complete the same along with the requisite attendance criteria will be awarded a certificate of completion by XLRI.



Programme Faculty Profile



Prof. P. K. Padhi

Prof. P.K Padhi joined as a Principal in Utkal University Law College in 1994 after completing his LL.B.; LL.M. & Ph.D. in Law. In 2002 he resigned from Utkal University & joined XlRI. To his credit he has published 8 books and published more than 25 articles in national & international journal and visited Dubai, Singapore, Paris. Malaysia, Israel and Hong Kong for teaching and training assignments. Prof. Padhi is a trainer for almost all PSUs namely- NTPC, NPCIL, IOL, DVC, ISRO, RBI, SBI, IOCL, Power Grid, GAIL, ONGC, HAL, NHPC. Prof Padhi conducts 5-Day Training Programme on labour Laws for all Central Labour Commissioners since 2004. All most all ALC. RLC & Deputy CLC of Govt of India have visited XLRI and stayed for a week for the Training. He conducts open workshops in all metro cities on Contract Management and Contract Labour Management. He also conducts training programme for Private companies as well like Reliance, Dr. Reddy, L&T, Sandvik Asia, Microsoft, Accenture, Vodafone & Aircel etc. He also provides consultancy in Labour Management, Labour Compliances, Contract and Contract Labour management to many companies such as Reliance, L&T, Godrej, GRSE, NPCIL, HZL, XL Health etc. He is also an Advisor to HR Federation of India. His areas of interests are Labour Laws & Contract Management.



Prof. Santanu Sarkar

Prof. Santanu Sarkar is currently working in XLRI as a Professor of HRM. Before joining XLRI in 2007, he has been a Reader at the Tata Institute of Social Sciences (TISS), Mumbai, PMIR over 4 years. He started his career in Industry where he has worked as a Senior Personnel Officer for nearly 2 years. He is a visiting faculty at IIM, Calcutta, IIM Lucknow, and IIM Udaipur amongst other institutions. Prof. Sarkar was awarded the Fulbright Nehru Senior Research Fellow at the Industrial and Labour Relations School, Cornell University, Ithaca, NY in 2012-13. He has also been a eureka Erasmus Mundus Visiting Fellow at the York Management School, University of York, UK in 2009. He was a visiting Professor at Tamkang University in Taipei in 2015 and Ministry of Science and Technology Visiting scholar at the Institute for Labor Research, National Chengchi University, Taipei during October 2016 and May 2017. His areas of specialization are Labour Laws, Labour Relations, Collective bargaining and Trade Unions. He has conducted numerous training and Management Development Programmes for HUL, Tata Cummins, L&T, Mahindra and Mahindra, ONGC, HAL, NTPC, BHEL, NPCIL, NHPC, Power Grid Corp, CESC, WBSEDCL, Indian Navy, Indian Railway, besides doing customized program for a mixed group of participants representing a variety of domestic and multinational companies.

Programme Faculty Profile



Prof. Paramjyot Singh

Prof. Paramjyot Singh has started working with XLRI since April 2017. A former intern of the National Human Rights Commission, New Delhi. He has worked extensively on the legal issues concerning the rehabilitation and resettlement of involuntarily displaced tribal people. He graduated First class First with distinction in History from Utkal University, Odisha. He was awarded the National Merit Scholarship and the Professor Ghanashyam Dash Memorial Gold Medal for this distinction. He completed his Masters with specialization in Modern Indian History from the Central University of Hyderabad. He has a bachelor's and Master of Law degree from Utkal University. He was awarded the University Gold Medal for securing the University's Top position in Master of Law Examination. He has worked as an Advocate at Orissa High Court and was a visiting faculty of Constitutional Law and Human Rights at Utkal University. He was awarded his doctoral degree in Law for his work on the land rights and entitlements of the tribal people of Odisha. Prof. Singh was awarded the Fulbright Doctoral and Professional Research Fellowship to pursue research at the Indigenous Law and Policy Center, Michigan State University, United States of America. His area of research interest remains Constitutional Law and Labour Legislations, Land Acquisition and R&R in the 5thschedule areas including populations at BOP levels and human rights responsibilities in corporate governance and business conduct.



Prof. Pitabas Mohanty

Prof. Pitabas Mohanty is a Fellow of the Indian Institute of Management Bangalore. A Gold Medalist in MA (Applied Economics) he is also a Chartered Financial Analyst (ICFAI) and a cost accountant. He was a Fulbright Visiting Scholar at Stern School of Business, New York University in 2009-10.

He has got more than twenty-five years of teaching experience in Investments and Corporate Finance. He has published several papers in international and national journals and authored five books in Finance including books in Business Valuation, Spreadsheet Skills for Finance Professionals, and Financial Analytics. He has conducted numerous training programs for companies in India and abroad including companies from Dubai, Quatar, and Kuwait in Company Valuation and Financial Modeling.

Sample Certificate



Participants who successfully complete the program, fulfill all evaluation components, and meet the minimum attendance criteria set by the institute will receive an **Executive Development Programme in Labour Laws for Managers** certificate from XLRI VIL.

*Note: The certificate image shown above is for illustrative purposes only and may not reflect the exact format of the final certificate. XLRI VIL reserves the right to modify the certificate layout and specifications without prior notice.



Important Dates & Session Timings

Application Closes (Phase -1)	: Sep 30, 2026
Programme Commencement	: Jan 17, 2027
Classroom Mode	: Live Online classes through Direct to Device Mode (D2D)
Classroom Sessions	: Sundays, 10.30 AM to 1.30 PM (IST)
Campus immersion of 3 days at XLRI Jamshedpur is also a part of the programme schedule.	

Note: all above dates subject to changes

Fee Payment Plan

Total Programme Fees: INR 1,50,000 (Including Campus & Boarding) + GST

Registration Fee	Installment 1	Installment 2
While Applying Online	Mar 10, 2027	May 10, 2027
INR 30,000 + GST	INR 60,000 + GST	INR 60,000 + GST

*GST (Currently 18%) will be charged extra on these components



EDPLLM Past batch profile insights

Past participants represent a highly diverse cross-section of Indian industry.

Industry

- Manufacturing & Industrial
- Engineering, Constrution & Infrastructure
- Oil, Gas, Energy & Utilities
- Ports, Logistics & Transportation
- Banking, Financial Services & Insurance
- Consulting & Professional Services
- Healthcare & Pharmaceuticals
- Telecom & Communications
- Consumer Goods & FMCG
- Retail & E-commerce
- Hospitality
- Education & Academia
- Legal Services
- Government / Public Sector / Defence
- NGO / Development Sector
- Staffing & HR Services
- Mining, Metals & Steel
- Media & Broadcasting
- Real Estate / Facilities Management

Functional Background

The participants mainly come from:

- Human Resources
- Industrial Relations
- Employee Relations
- Labour Law Compliance
- Legal
- HR Operations
- Payroll & Compliance
- Talent Acquisition
- HR Business Partnering
- Compensation & Benefits
- Administration
- Corporate HR
- Plant HR
- Employee Experience
- Industrial & Factory HR

Designation Matrix

- HR Manager / Senior Manager HR
- HR Business Partner (HRBP)
- HR Generalist
- Employee Relations Manager
- Industrial Relations Manager
- Compliance Manager
- Labour Law Compliance Manager
- Payroll & Compliance Lead
- Chief Human Resources Officer (CHRO)
- Director Human Resources
- VP / AVP HR
- GM / Dy GM HR
- Chief Manager HR
- Associate General Manager
- Head HR
- Head HR Operations
- Plant HR Manager
- Country HR Manager
- HR Consultant
- Legal Manager
- Legal Associate
- Administrative Officer…..and more

About VCNow Executive Education

As one of India's premier enablers of live online executive education, VCNow Executive Education bridges top-tier academic excellence with the real-world career aspirations of working professionals. Backed by a legacy spanning over a decade, VCNow has empowered more than 40,000 learners across the nation to upskill, transition, and lead in an evolving business landscape.

In direct collaboration with India's top-ranked institutes - VCNow delivers high-impact programmes across high-demand domains like C-Suite Leadership, Business Analytics & AI, Quantitative Finance, HR & HR Analytics, Strategy, Corporate & Labour Laws, Business Communication and Online MBAs. By leveraging advanced Direct-to-Device (D2D) technology and interactive virtual classroom infrastructure, executives can learn from renowned faculty without interrupting their work commitments.

Guided by its core ethos to "Learn, Leverage & Lead," VCNow complements flexible live learning with end-to-end support, ranging from academic advising and career counseling to financial assistance and corporate sponsorship - making elite business education accessible everywhere from busy metros to remote suburbs.

Get in Touch

For further clarification and assistance, please reach out to our team:

Academic Advisors: +91 8929905995

Email Queries: vilstudio@xlri.ac.in

Programme Manager: Somak Ray

Phone: +91 9836215172 | Email: somak.ray@vcnow.in

To register for the Programme Click Here

PROGRAMME PARTNER

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