



# SHIVAJI UNIVERSITY, KOLHAPUR

Yashwantrao Chavan School of Rural Development (YCSRd)

Department of Economics- Autonomous

Centre for Skill and Entrepreneurship Development



*Jointly Organizes under PM-USHA Soft Component Activity*

## Management Development Program (MDP) “New Labor Codes and Their Managerial Implications”



**Dr. Santosh Bhave**  
Former Director- HR & IR at  
Bharat Forge Ltd

### Session I: The Occupational Safety, Health, and Working Condition Code 2020

*This session provides an overview of the Occupational Safety, Health and Working Conditions Code, 2020, highlighting its key provisions aimed at ensuring safe, healthy, and humane working conditions for workers. It discusses the consolidation of earlier labour laws and the responsibilities of employers in promoting workplace safety and welfare.*

### Session II: Code on Wages/ESI Circulars Impact Related Case Laws

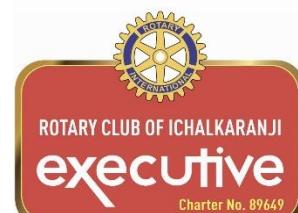
*This session focuses on the key provisions of the Code on Wages, recent ESI circulars, and their implications for employers and employees. It also highlights important judicial pronouncements and case laws that influence wage determination, social security compliance, and dispute resolution.*

**Session Chairman:** **Mr. Girish Kulkarni**  
Assistant Governor,  
Rotary Club of Ichalkaranji executive



**Adv. Varun Joshi**  
Advocate High Court  
Labor Law Practitioner

*Sponsored By*





**Adv. Rajendra Chavan**  
Ex President, Kolhapur Bar  
Association

## Session III: Industrial Relations Code, Related Case Laws

*This session outlines the salient features of the Industrial Relations Code, including provisions on trade unions, standing orders, and dispute resolution mechanisms. It also discusses important case laws shaping employer-employee relations, collective bargaining, and industrial harmony.*

### Session Chairman:

**Mr. Santosh Sadhale**

President,  
Rotary Club of Ichalkaranji executive

## Session IV: Code On Social Security and Related Case Laws

*This session covers the major provisions of the Code on Social Security, focusing on social insurance, provident fund, gratuity, and welfare measures for organized and unorganized workers. It also reviews key judicial decisions that impact social security coverage, compliance, and workers' entitlements.*

### Session Chairman:

**Mr. Deepak Patil**

Member,  
Rotary Club of Ichalkaranji executive



**Adv. Deepak Joshi**

Practicing Lawyer Labor  
Laws, Kolhapur



## Question and Answer session

## High Tea



### Conveners

**Dr. Digvijay Patil**

Assistant Professor,  
Department of Economics, Autonomous

**Dr. Pratap Khot**

Assistant Professor/Assistant  
Director, YCSRD.

**Registration is free and Mandatory**

**Registration Link:** <https://forms.gle/oMhjb3wSda4S45c97>

### Organisers

**Prof. Mahadeo. S. Deshmukh**

Head, Department of Economics-  
Autonomous

**Dr. Nitin C. Mali**

I/C Director, Yashwantrao Chavan  
School of Rural Development (YCSRD)

**Dr. Ramchandra G. Pawar**

Co-ordinator,  
Centre for Skill, and Entrepreneurship Development

### Day and Date:

**Saturday, 3rd January 2026 at  
3.00 PM onwards**

### Venue:

**Humanities Auditorium,  
Humanities Building, SUK**