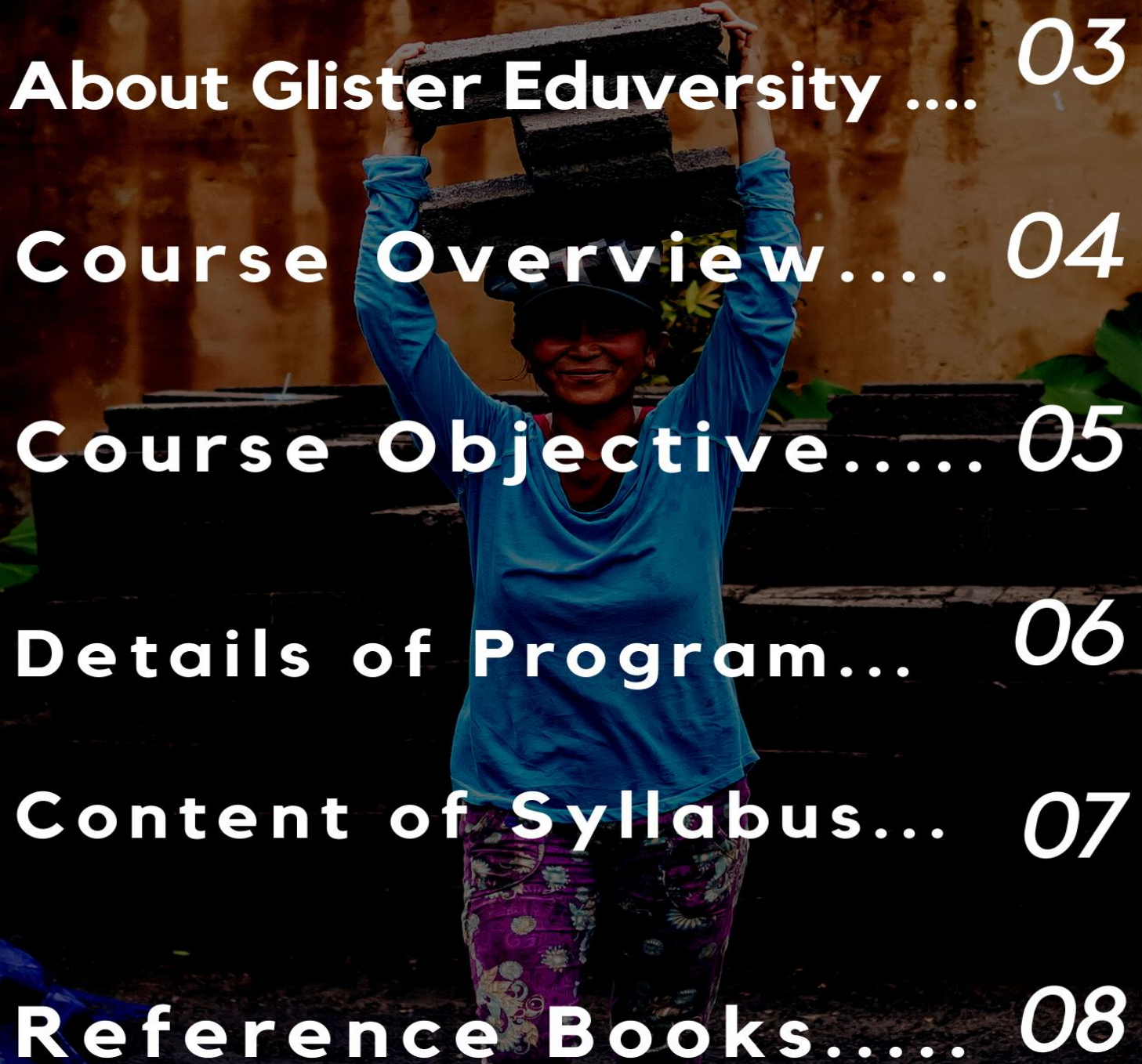




CERTIFICATE IN LABOR LAW



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About Glister Eduversity

Today is the era of working parents and due to workload, they do not get enough time to support their children's education. Therefore, they are heavily blamed by all, in the current dialogue and debate about improving the education system, the disadvantages of improper parenting is known to all.

It is time to start parenting in the education system. With the Glister Eduversity, We present you the solution to all such problems switching towards telephonic parenting, proper guidance and development graph.

This is the first Indian institution to provide education care with parenting. Glister Education offers telephonic parenting with a right strategic plans for the student, online test series, seminar, scholarship programs, in really attractive packages.

We also guide their appointments as well as their strategies. So, let's don't wait, and achieve nothing less than success with Glister Eduversity Parenting cum Education Care.



Director: Amit Pandey

Mission

The mission of Glister Eduversity is to educate the citizens and citizen-leaders for our society.

We do this through our commitment to the transformative power of a liberal arts and sciences education.

Beginning in the classroom with exposure to new ideas, new ways of understanding, and new ways of knowing, students embark on a journey of intellectual transformation.

Through a diverse living environment, where students live with people who are studying different topics, who come from different walks of life and have evolving identities, intellectual transformation is deepened and conditions for social transformation are created.

From this we hope that students will begin to fashion their lives by gaining a sense of what they want to do with their gifts and talents, assessing their values and interests, and learning how they can best serve the world.

Vision

Glister Eduversity will set the standard for residential liberal arts and sciences education in the twenty-first century. We are committed to creating and sustaining the conditions that enable all Glister Eduversity students to experience an unparalleled educational journey that is intellectually, socially, and personally transformative.

Welcome to the Glister Eduversity, varanasi. For more than three Years, Glister Eduversity has served as our nation's flagship comprehensive institution of higher education.

Our primary goal is to become one of the most prominent and excellent educational Institute in the world. We are fortunate to have a talented, highly committed teaching and support staff here to ensure the learning environment of our students is the best it can be. Our faculties are renowned scholars and accomplished practitioners who are actively engaged in the academic excellence and innovative research ideas of the modern world. Our students are innovators, engineers, managers, great scientists, entrepreneurs, and aspiring leaders - from every age group and are located at every corner of the country. Our unique teaching and learning process with a proper blend of theory and practice crosses the boundaries of nations towards industry-readiness and global excellence.

Program overview

Labour law is also referred to as employment law which moderates the relationships between the workers and their employers. Labour law is a subject that deals with how employees are treated appropriately in workplaces, and their rights are protected as an employee. This law ensures that employers are treated well, and also, they are valued for their work. The course focuses on teaching the students how labour law works in the organization and also how it helps the employees work in the workplace. The course's main aim is to teach the students how to use the laws in the organization and also how it is used. The course focuses on imparting basic knowledge about the labour law system. It focuses on proper management and grievances of the labours. The course consists of theoretical and also practical knowledge. Once the labour law course is completed, the individual will get certificate that will be universally accepted.

Salient Features



Labour law is a subject that focuses more on how the laws are used in the organization and help employees. The law's main focus is to study the problems of the workers if they have faced any.



The labour law was established to look after the working condition of labourers in the workplace. India is a nation that has a wide number of labour communities. Labour class has emerged as one of the most powerful sectors of society.



The scope of labour law course is emerging because the labour community keeps growing day-by-day with the need for professionals in this course. As there is advancement in technology, and the number of labourers is also increasing, the need for professionals in this field is also in demand.



Pursuing a course in labour law gives the students various career opportunities in this field. The scope of this field keeps expanding, giving a wide range of career opportunities.



Course Objective

The 6 Months Labor Law course is for the Learners who want to work in the Law Sector with the aim to learn, develop and practice required by the market. In this course, the emphasis is put on the trainee to acquire the ability to perform as a confident and competent Consultant.

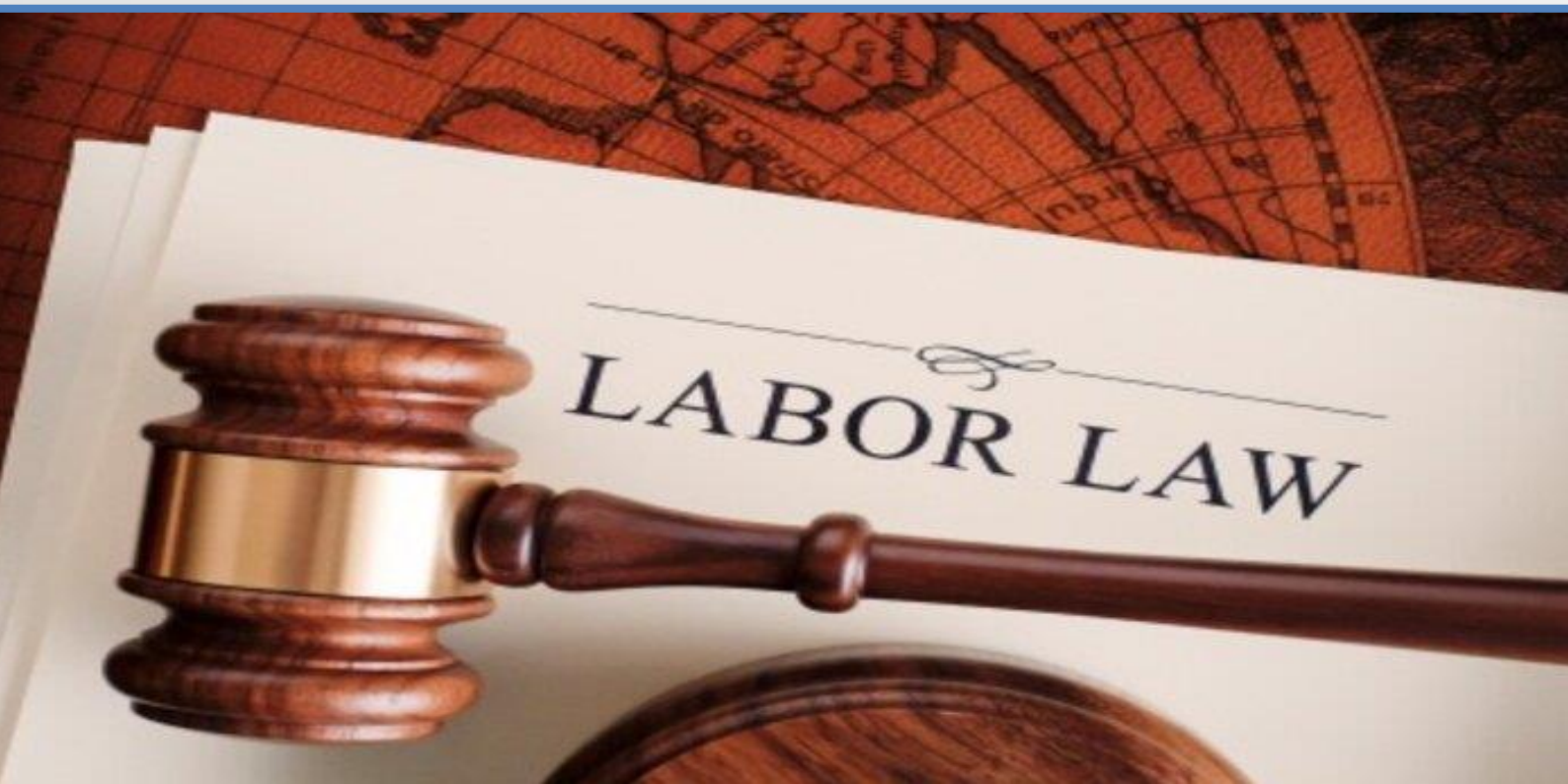
The objectives of this course are to:

Labour Law aims to counteract the inequality of power between employers and employees. This course is aimed at ensuring that students are well equipped with a thorough knowledge of the principles of Labour Law as well as an ability to apply the law in practice.

Learning Outcome :

Upon completion of this course, the student will have reliably demonstrated the ability to:

1. Describe how employment law is developed through the legislature, the courts, and administrative tribunals.
2. Explain how the rights and obligations that exist within the employment relationship differ from those within the relationship of an independent contractor to a principal.
3. Identify how the total recruitment process is affected by the law and by human rights.
4. Explain how specific statutes affect the employer/employee relationship, especially the Employment Standards Act, but also including the Occupational Health and Safety Act, Workplace Safety and Insurance Act, and the Human Rights Act.
5. Identify how provincial and federal equity programs influence the employment relationship.
6. Explain how workplace issues such as alcoholism, stress, drugs, AIDS/HIV, and harassment can only be dealt with in the context of statute and case law and, in particular, human rights legislation.
7. Describe how the common law and statute law affect the discipline and firing of an employee.
8. Explain the legal remedies available to an employee, the role of the courts and of the lawyer, and the availability of alternative dispute resolution.
9. Identify critical evolving issues within employment law, and the specific steps that the human resources professional can take to keep aware of such developments



Details of Programme: Certificate Course in labor Laws

1. Title of the Course

The Course shall be called as "Certificate Course in labor Law ", a Regular course of 6 months (240 hrs.) Duration.

2. Duration of the Course

This is a Part time course of 240 hrs. Extended over a period of 6 months duration.

3. What You Will Get:

You Will Get a Mark sheet and a Certificate That Will be Universally Acceptable.

4. Aims and Objectives of the Course

Labour Law aims to counteract the inequality of power between employers and employees. This course is aimed at ensuring that students are well equipped with a thorough knowledge of the principles of Labour Law as well as an ability to apply the law in practice.

5. SCOPE:

Teacher, Labor Law Compliance Officers, Labor Welfare Officer , HR Consultant

6. Syllabus

The syllabus is design to fulfill aforesaid objectives containing theory subjects as well as practical in Labor law.

Laws related to Industrial relations and Labor welfare	Theory : 70 Marks, Practical/Assignment : 30 Marks
Laws on Compensation	Theory : 70 Marks, Practical/Assignment : 30 Marks
Laws on Social Security	Theory : 70 Marks, Practical/Assignment : 30 Marks
Laws on Women, Children and senior Citizen Labor	Theory : 70 Marks, Practical/Assignment : 30 Marks
Laws on Miscellaneous Labor Welfare	Theory : 70 Marks, Practical/Assignment : 30 Marks

7. Eligibility Conditions

A candidate who has passed at least 12th examination from a recognized Board or its equivalent shall be eligible to take admission to the course.

8. Course Fee: INR 15,000+GST/-

Content of Syllabus :

Unit 1 :- Laws related to Industrial relations and Labor welfare

Terms and Condition of Employment, The Payment of Wages – 1936 , The Minimum Wages Act, 1948 , The Employees' State Insurance Act, 1948 , The Payment of Bonus Act, 1965 , THE APPRENTICES ACT, 1969

Unit 2 :- Laws on Compensation

Definition, Objective, Scope and Jurisdiction, Definitions - Rules to be followed , Benefits and Legal remedies, Leave and Nursing Break , Inspectors, Exemption , Penalties and Offenses, Miscellaneous, Important Precedents of Following Acts :- The Payment of Wages – 1936, The Minimum Wages Act 1948, The Payment of Bonus Act 1965, The Contract Labor Regulation and Abolition Act 1970, Employee Pension Scheme 1995

Unit 3 :- Laws on Social Security

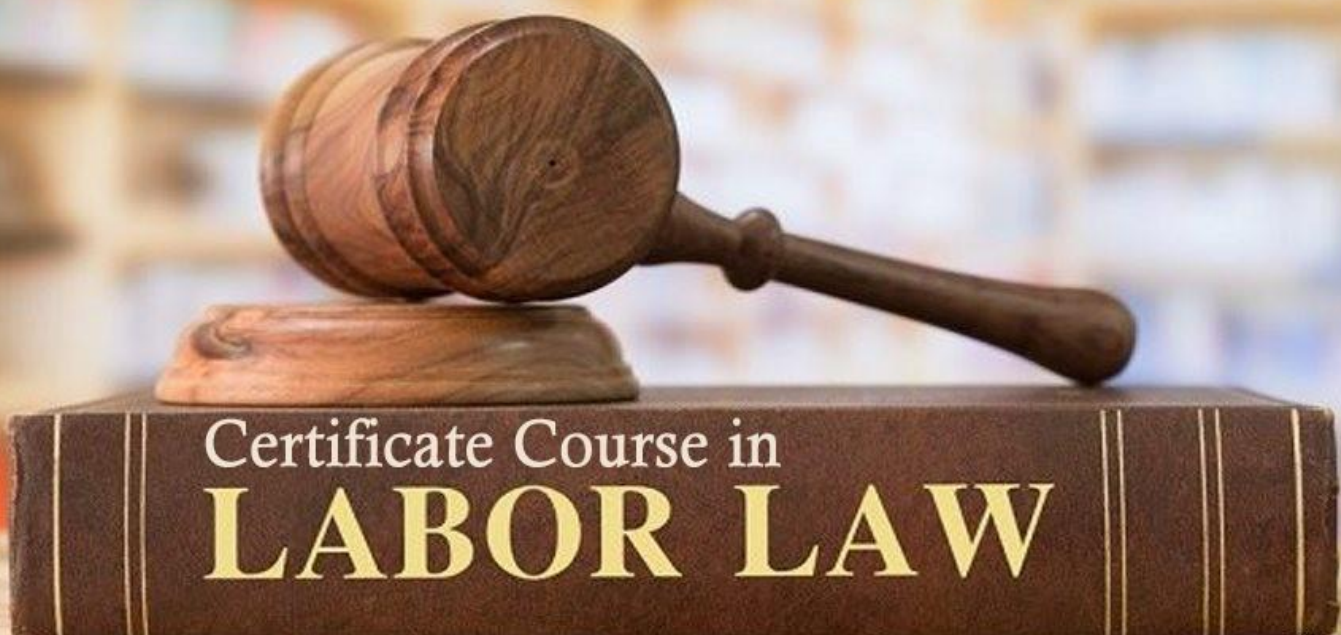
Workmen's compensation Act – 1923. Employee's State Insurance Act – 1948, Employee's Provident Funds Act – 1952, Deposit linked insurances scheme. Payment of gradually Act – 1972 : Short title, Extent, Application & commencement, Controlling authority, Payment authority, Compulsory insurance, Power to example. The Fatal Accident Act – 1855.

Unit 4 :- Laws on Women, Children and senior Citizen Labor

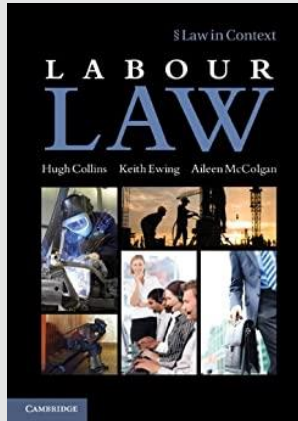
1.)The Protection of Children from Sexual Offences (POCSO) Act, 2012, 2.)Protection of Women from Domestic Violence Act, 2005 , 3.)Maintenance and Welfare of Parents and Senior Citizens Act, 2007, 4.) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, 5.) The Maternity Benefit Act 1961, Difference between 490A and PWDVA 2005

Unit 5 :- Laws on Miscellaneous Labor Welfare

The employers Liability Act – 1938 . The employment Exchange compulsory notification of vacancies Act – 1959. The collection of statistics Act – 2005 . Statutory Welfare Fund : Labour welfare fund for coal mines Short title, commencement, definition. Consequential provision. Constitution of suits etc of the fund to be credited to the consolidated fund of India. Labor welfare fund for mica mines , Chairman of the advisory board.

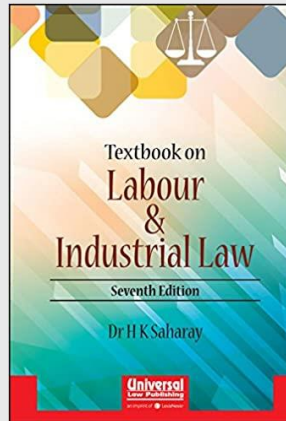


Books For Reference



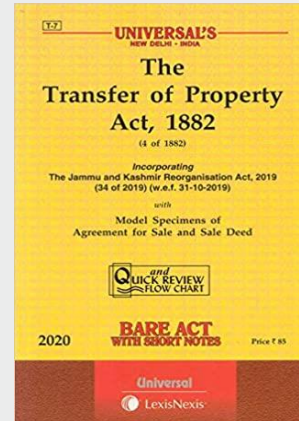
Labour Law (Law in Context)

Hugh Collins



Textbook on Labour and Industrial Law

Dr. H.k Saharoy



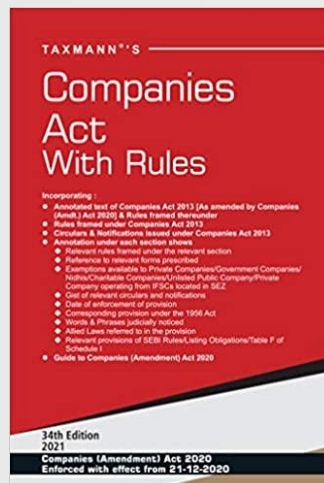
The Transfer of Property Act, 1882

Universal



Companies Act, 2013

Ravi Pullani



Taxmann's Companies Act with Rules

Taxman