

## VALUE ADDED COURSE ON LABOUR LAWS

<b>Date</b>	<b>TOPICS</b>	<b>HOURS</b>
<b>1</b>	<p>❖ <b><u>Social Security Legislations:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Employees' Provident Funds and Miscellaneous Provisions Act, 1952</i></li> <li>2. <i>Employees' State Insurance Act, 1948</i></li> <li>3. <i>Labour Welfare Fund Act (of respective States)</i></li> <li>4. <i>Payment of Gratuity Act, 1972</i></li> <li>5. <i>Employee's Compensation Act, 1926</i></li> </ol>	<b>7</b>
<b>2</b>	<p>❖ <b><u>Wage Related Acts:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Payment of Wages Act</i></li> <li>2. <i>Minimum wages Act</i></li> <li>3. <i>Payment of Bonus Act</i></li> </ol>	
<b>3</b>	<p>❖ <b><u>Working Conditions of Employment legislations:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Factories Act</i></li> <li>2. <i>Shops and Establishments Act</i></li> <li>3. <i>Building and other Construction works Act</i></li> </ol>	<b>7</b>
<b>4</b>	<p>❖ <b><u>Law related to Employee Relations:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Industrial Disputes Act, 1947</i></li> <li>2. <i>Trade Unions Act, 1926</i></li> <li>3. <i>Industrial Employment (Standing Orders) Act, 1946</i></li> </ol>	<b>7</b>
<b>5</b>	<p>❖ <b><u>Domestic Enquiry:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Procedures - Misconducts,</i></li> <li>2. <i>Charge Sheet,</i></li> <li>3. <i>Enquiry in process,</i></li> <li>4. <i>Findings,</i></li> <li>5. <i>Award of punishment, Appeal</i></li> </ol> <p>❖ <b><u>Collective Bargaining:</u></b></p> <ol style="list-style-type: none"> <li>1. <i>Process</i></li> <li>2. <i>Wage negotiations and Settlement</i></li> </ol>	<b>7</b>
<b>6</b>	<p><i>Interaction with Labour Authorities, Labour Department DISH, EPFO, ESIC officials</i></p> <p><i>Assessments and feed back</i></p>	<b>7</b>

## **COURSE OUTCOMES**

- The course is intended to give more focus on Principles, Procedures and Practices while dealing with Law law / IR matters.
- We have requested EPFO, ESIC officials to take sessions on EPF and ESI Acts on social security laws and to share the present initiatives and compliance procedures.
- We have also requested Mr. Anand Gopalan to give faculty assistance for other Acts which he has agreed to provide. Mr. Aravamudhan and Ms Kalaivani, JCL (Rtd) will be associated for IR subjects.
- **The course duration is for 30 hours** covering Social Security Legislation, Wage Related Acts, Working Conditions of Employment Laws relating to Employee Relations, Domestic Enquiry, Collective bargaining etc.
- The classes will be held on Saturdays at MSSW premises for a duration of 7-8 hours with **four sessions on each day for five Saturdays**.



DEPARTMENT OF MA.HRM,  
MADRAS SCHOOL OF SOCIAL WORK  
IN ASSOCIATION WITH EFSI OFFERS

# VALUE ADDED COURSE ON LABOUR LAWS

Sessions will be handled by experts from EFSI  
forum

Faculty coordinator  
Dr. P. Prabakaran

Head of the department  
Dr. Jayanti Peter

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# MADRAS SCHOOL OF SOCIAL WORK

( An Autonomous Institution affiliated to the University of Madras )

Accredited by NAAC With "A" Grade

PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

VALUE ADDED COURSE ON "LABOUR LEGISLATION"

CANDIDATE ATTENDANCE REPORT (2019-2020)

NO.OF.HOURS: 30 HOURS

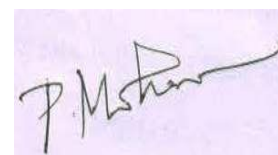
TIME: 9.00 AM TO 5.00 PM

Sl.No	Name	Department	02.02.2020	08.02.2020	15.02.2020
1	AISWARYA S	M.A HR OD	Present	Present	Present
2	HIFA RAMELA V M	M.A HR OD	Present	Present	Present
3	SAHITYA SRINIVASAN	M.A HR OD	Present	Present	Present
4	SWATHI PARVATHI H	M.A HR OD	Present	Present	Present
5	SIDDHARTH N	M.A HR OD	Present	Present	Present
6	MUSSARET BANU A	M.A HRM	Present	Present	Present
7	PAVITHRA V	M.A HRM	Present	Present	Present
8	RAGHURAM P	M.A HRM	Present	Present	Present
9	SAYONI MUKHERJEE	M.A HRM	Present	Present	Present
10	SRI S	M.A HRM	Present	Present	Present
11	STEPHEN JESURAJ E	M.A HRM	Present	Present	Present
12	DARATHI NIVETHA S	MSW SF HRM	Present	Present	Present
13	BHUVANESWARI K	MSW SF HRM	Present	Present	Present
14	MADHUMITHA R	MSW SF HRM	Present	Present	Present
15	NISHANTH D	MSW SF HRM	Present	Present	Present
16	SREYAA PRAVEEN	MSW SF HRM	Present	Present	Present
17	TEENA BLESSY CHD	MSW SF HRM	Present	Present	Present
18	YOKESH V	MSW SF HRM	Present	Present	Present

19	SHALINI S	MSW SF HRM	Present	Present	Present
20	SACHIN K	MA SE	Present	Present	Present
21	VAMSIKRISHNA KC	MA SE	Present	Present	Present
22	ABHINAYA S K M	MSW SF HRM	Present	Present	Present
23	DHEVI PRIYADHARSHNI M	MSW SF HRM	Present	Present	Present
24	KIRTHIKA I	MSW SF HRM	Present	Present	Present
25	MERIN M JOY	MSW SF HRM	Present	Present	Present
26	NAVEEN RAJ S	MSW SF HRM	Present	Present	Present
27	PRITHA PAUL	MSW SF HRM	Present	Present	Present
28	SHARON JUSTIN	MSW SF HRM	Present	Present	Present
29	HARINESH M	MSW SF HRM	Present	Present	Present
30	JIM ISRAEL MF	MSW SF HRM	Present	Present	Present
31	ROHINI S	MSW SF HRM	Present	Present	Present
32	TEPHILLA BEATRICE R	MSW SF HRM	Present	Present	Present
33	VINOTH KUMAR S	MSW SF HRM	Present	Present	Present
34	BEULA SHARON M	MSW SF HRM	Present	Present	Present
35	PRAVIN RAJ S	MSW SF HRM	Present	Present	Present
36	AHIL PRASANTH S	MSW SF HRM	Present	Present	Present
37	AKSHAY KUMAR V P	M.A HR OD	Present	Present	Present
38	KEZIAH EVANGELINE V	M.A HR OD	Present	Present	Present
39	HELEN CHERUBA R	M.A HRM	Present	Present	Present
40	PONSEKAR G	M.A HRM	Present	Present	Present



Signature of the Co-ordinator



Signature of HOD