

Pune District Education Association's

MAHATMA PHULE INSTITUTE OF MANAGEMENT & COMPUTER STUDIES



(Affiliated to Savitribai Phule Pune University, Recognised by D.T.E. Govt. of Maharashtra, Approved by A.I.C.T.E. New Delhi)

Annasaheb Magar College Campus, Manjari Road, Hadapsar, Pune-411 028.

Tel.: (020) 26993020, 26992611 E-mail: directorpdeampim@gmail.com Web: pdeampim.edu.in

PUN Code - IMMP010720

DTE Code - MB6107

AISHE Code: C - 41697

Certificate Course

Introduction to Labour Laws (CC-V)

Duration: 04 weeks (32 hours)

Incharge Teacher: Prof. Ashwini S. Walhekar

Course Learning Outcomes (CLOs) ::

After completing the course, the student teacher will be competent in:

- 1.AWARENESS about foundation of labor legislation.
- 2.UNDERSTAND the legislation related to various labor and social laws.

S.Nos.	DESCRIPTION	Theory	Practical	Total
1	• Unit 1: Introduction to Labour Legislation - Philosophy of Labour Laws, Labour Laws - Concept, Evolution and reign of labor laws, Objectives, classification of labor law, Process of law formation – from Bill to Act, Need, challenges & problems. International Labour Organization and International Labor Conference, Indian Constitution & Labour Legislations, Changing scenario of labour laws. (3+1)	5	7	12
2.	• Unit 2: Legislations Related to Wages and Compensation - The Payment of Wages Act 1936 – Definition, Responsibility for payment of wages, Fixation of wage period, Time of payment of wages, Deduction from wages, Maintenance of registers and records, Inspectors, claims and penalties.	6	6	12
3	Unit 3: Legislation Governing Industrial Relations - Industrial employment (Stranding Order) Act 1946 – Definitions: Appellate authority, Certifying officer, Standing Order; Submission, Certification, Registration of draft standing orders; Date of operation of draft standing orders; Duration and modification of standing orders.	6	6	12
4	 Legislation for Social Security - Employee's Provident Funds Miscellaneous Provisions Act, 1952 – Definitions: Basic wages, Contribution; Employees Provident Funds 	4	8	12

Scheme; Contribution by employer and employee, Modification of the scheme; Inspectors; Penalties			
TOTAL	21	27	48

References:

- 1. Industrial and Labour Law S.P. Jain
- 2. Labor Law by Malik
- 3. Employee Relations Management by P.N. Singh, Neeraj Kumar, Pearson Publication

IQAC
Mahatma Phule Institute Of
Management & C.S.
Hadapsar, Pune-28.

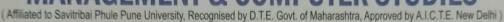
I/C DIRECTOR
Mahatma Phule Institute of Mont & C.\$
Hadapsar, Pune-28





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Yearwise Students Enrolment List

2022-23

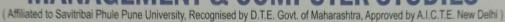






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Sample Course Completion Certificate

2022-23



