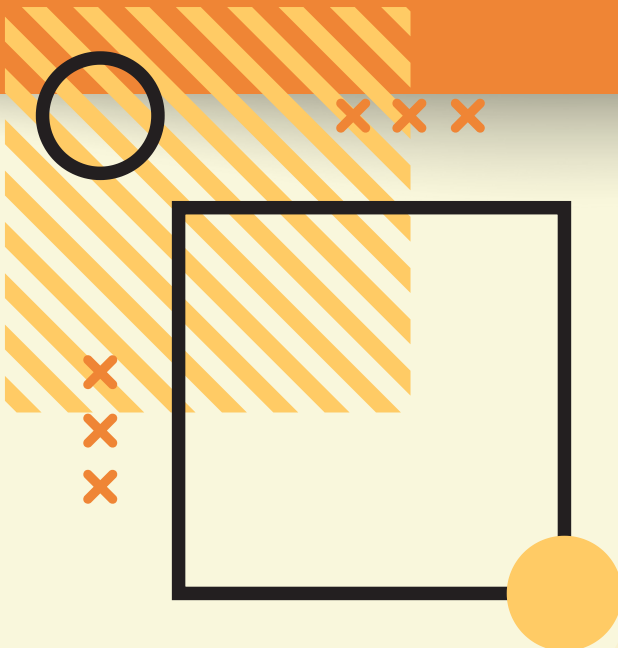
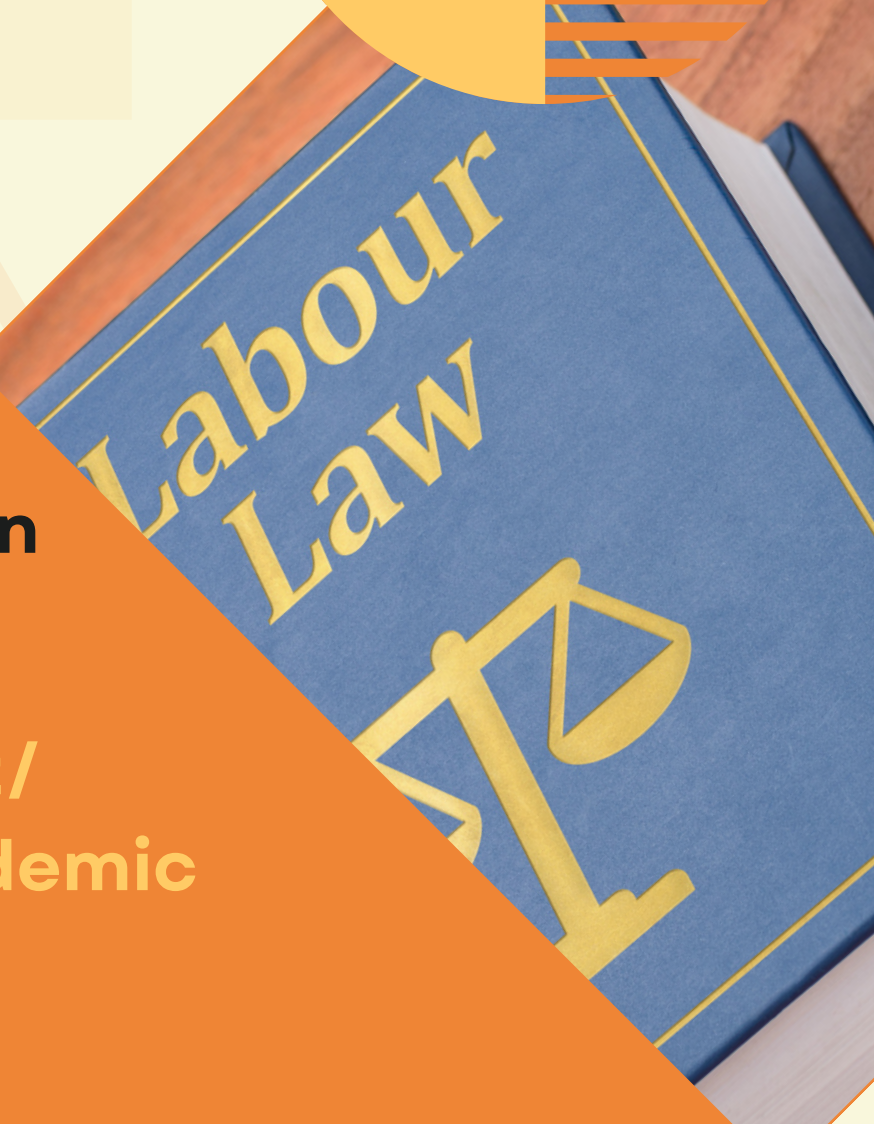


Online Course On Labour Law for Charitable Trust/ Hospitals & Academic Institutions



Date: 19th, 20th & 21st December, 2023



Time: 07:00PM to 09:00PM (IST)



Batch: 03

About Course

Labour law is integral to ensuring equitable treatment of employees in charitable trusts, hospitals, and academic institutions, all driven by noble causes for societal well-being. Adhering to these laws is vital for fostering a harmonious work environment while safeguarding employee rights and dignity.

In these sectors, labour laws encompass various facets such as employment contracts, working hours, wages, leave policies, health and safety regulations, and dispute resolution mechanisms. Comprehensive policies are imperative for compliance, ensuring the protection of the workforce's rights.

In charitable trusts, distinguishing between volunteers and employees is crucial for legal adherence. Hospitals rely on labour laws to protect the rights of healthcare professionals, covering employment contracts, working conditions, and provisions for occupational health and safety. Academic institutions, shaping the future through education, must comply with labour laws in hiring, employee benefits, working conditions, and grievance redressal.

Overall, understanding and implementing labour laws in these institutions are essential for fostering fairness, dignity, and productivity. Upholding employee rights creates a positive work environment, boosts morale, and aligns with the mission of serving the community. Regular policy reviews are necessary to stay abreast of evolving labour laws, ensuring continued compliance and support for the well-being of the workforce.





Course Objectives

1

Understand the legal framework governing employment in charitable trusts, hospitals, and academic institutions.

2

Ensure compliance with labour laws specific to these sectors.

3

Create fair and inclusive workplaces, promoting diversity and preventing discrimination and harassment.

4

Develop effective policies and procedures for dispute resolution and grievance handling.



Key Take Away



Understanding the developments of Labour Laws in India through various eras.



Enhanced understanding of labour laws specific to charitable trusts, hospitals, and academic institutions.



Improved ability to navigate and comply with complex employment regulations.



Increased awareness of employee rights, obligations, and protections.



Key Take Away



Understanding the Duties of the employer and the rights of the employees comprehensively.



Development of effective policies and practices to ensure legal compliance and protect employee rights.

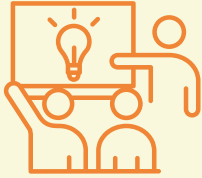


Promotion of fair and inclusive work environments, fostering diversity and preventing discrimination.



Strengthened skills in dispute resolution and grievance handling.

Teaching Methodology



Interactive Lecture & Presentation

Who should attend ?



HR & Admin Personnel from NGOs/Charitable Trust, Hospital & Academic Institute

HR Consultant in Development Sector, Labour Law Consultant, Labour Law Researcher and Academician

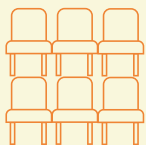
Social Entrepreneurs, Self-Employed Professionals & Aspirant Entrepreneur

Who should not attend ?



This course is suitable for Working Professionals only. Hence students of any stream will not eligible attend.

Seats:



25

CLICK HERE



To Register

Course Content:

Day - 1



Evolution of Labour Laws in India- Colonial, Post Independence.



Constitutional Provisions related to Labour Laws (Articles 14, 16, 19 (1)(c), 23, 24)



Importance of Labour Laws



The Minimum Wages Act, 1948 (Duties of Employers/ Rights of Employees)



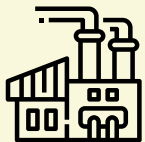
The Industrial Disputes Act, 1947 (Duties of Employers/ Rights of Employees)



Q & A

Course Content:

Day - 2



The Factories Act, 1948 (Duties of Employers/ Rights of Employees)



The Payment of Bonus Act, 1965 (Duties of Employers/ Rights of Employees)



The Payment of Gratuity Act, 1972 (Duties of Employers/ Rights of Employees)



The Maternity Benefits Act, 1961 (Duties of Employers/ Rights of Employees)



The Contract Labour (Regulation and Abolition) Act, 1970 (Duties of Employers/ Rights of Employees)



Q & A

Course Content:

Day - 3



The Employees State Insurance Act, 1948 (Duties of Employers/ Rights of Employees)



The Provident Fund Act, 1952 (Duties of Employers/ Rights of Employees)



The Employees Compensation Act, 1923 (Duties of Employers/ Rights of Employees)



Ease of Doing Business



Labour Laws Reforms in India



Q & A

Course Facilitator:



**Esteemed Speaker:
Mr. Shobhit Shukla
Advocate, High Court
of Delhi**

Shobhit Shukla is a practicing advocate at Delhi High Court. With specialization in Constitutional Law, his expertise covers a wide range of issues, including employment contracts, workplace discrimination, wage disputes, termination, and collective bargaining agreements. He is known for his meticulous attention to detail, analytical thinking, and strong ethical values. He approaches each case with empathy and a deep commitment to ensuring fairness and justice for all parties involved. He has also assisted several law offices on matters pertaining to Arbitration Law and Insolvency and Bankruptcy Law, etc. He has also been instrumental in carrying out several Public Interest Petitions. As a hobby, he is a musician, who plays an Indian Music Instrument known as 'Ghatam' and has been instrumental in supporting folk artists from different parts of India.

Learning Investment:

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BUSINESS



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Testimonials

Yet another insightful day and informative too. BIG thanks to Shobhit ji and Sanjay ji. Would like to stay in touch with both of you for guidance and upcoming courses of NCD. Excellent. 10 on a scale of 1-10.

- G. Hari Suvarchala
Director - Justice Initiatives, JKPS
Mahima India

The course content was really very informative, too the point as per our need. Got more understanding as it was explained in Hindi. Mr.Shobhit Shukla has touched the contents which we had not heard about. He is superb Trainer, very thorough, good explanation power, clear of contents. NCD is really doing a great work and helping to many people, NGO, CSR etc. Thanks a lot to Shobhit Sir and Prof.Sanjay Vanani

- Ms. Sandipa Nelson
HR & Admin Executive
Development Support Centre, Ahmedabad

Very interactive and informative

- Manisha Ligade
Deputy manager - HR
Global Hospital Research Centre

बहुत ही सुंदर सत्र चल रहा है। बहुत कुछ सीखने को मिल रहा है। हम श्री संजयजी और श्री शोभीत शुकलाजी के आभारी हैं।

- Vikrant Patel, Accountant
Shri Mahavir Jain Aradhna Kendra



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