



Dnyansagar Arts & Commerce College

Labour Laws VACC/2023-24/ BBA

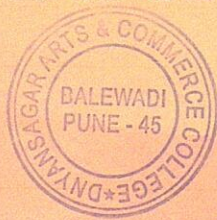
**Adv. Nilesh Bhavar
(Resource Person)**



**08/01/2024 to
24/01/2024**



12.30 pm to 02.30 pm



S. J. D.

Principal

Dnyansagar Arts and Commerce College
Balewadi, Pune-411045.

30 Hours

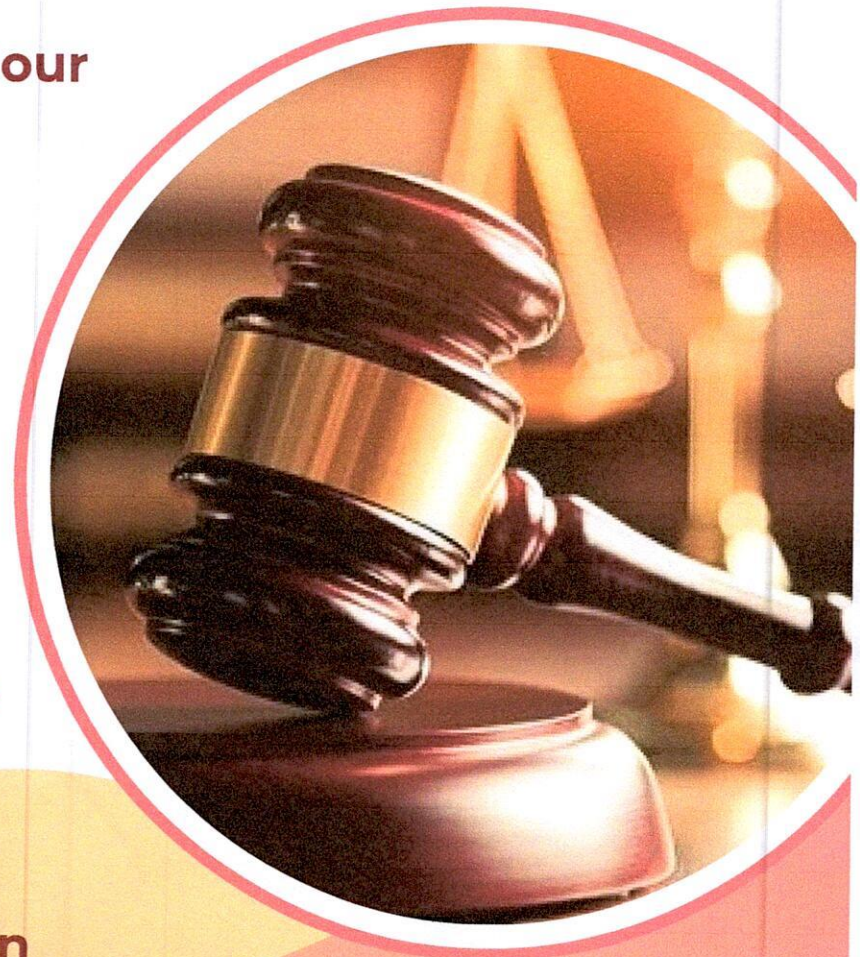


Dnyansagar Arts & Commerce College

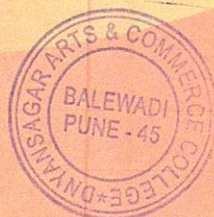
Labour Laws

VACC/2023-24/ BBA

- Introduction to Labour Laws
- Employment Standards and Protections
- Health, Safety, and Welfare
- Industrial Relations and Dispute Resolution
- Practical Application and Assessment



30 Hours



S. J. K.
Principal

Date: 24/12/2023

To
The Principal
DACC

Subject : Request for Approval to Offer Value-Added Course in Labour Law for Students

Sir,

I am writing to request your approval to introduce a Value-Added Course in Labour Law for our students. This course will cover essential topics such as Employment Standards and Protections, Health, Safety, and Welfare, Industrial Relations and Dispute Resolution, as well as Practical Application and Assessment.

We are fortunate to have Adv. Nilesh Bhavar, a distinguished expert in Labour Law, as the course instructor. With his extensive experience, the course will offer both theoretical knowledge and practical insights, ensuring a comprehensive learning experience for our students.

By incorporating this course into our curriculum, students will gain valuable expertise in Labour Laws, which will be instrumental in shaping their careers, particularly in law, business, and human resource management.

I am confident that this course will significantly enhance the educational value for our students, and I kindly request your approval to proceed with offering it.

Thank you for your consideration.

Sincerely,


HOD,

BBA Department



Principal
Sasagar Arts and Commerce College
Balewadi, Pune-411045.

SKP Campus, Baner – Balewadi, Pune – 411045

✉ principal@dacc.edu.in

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🌐 www.dacc.edu.in

DNYANSAGAR ARTS & COMMERCE COLLEGE

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(AISHE Code: C- 41459)



Date: 03/01/2024

Time Table Notice

Labour Law Course

Dear Students,

Please be informed that the Labour Laws value-added course will be conducted from **08/01/2024 to 24/01/2024**. The classes will take place daily as per the following schedule:

Course Duration:

Dates: 08/01/2024 to 24/01/2024

Time: 12:30 PM to 2:30 PM

Kindly ensure your presence in all sessions as the course covers essential aspects of labour Law, which will significantly enhance your skills.

Should you have any queries, feel free to contact the department.

Best regards,

S. J. K.

Principal

DACC

S. J. K.

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Labour Laws (30 Hours)

Week 1: Introduction to Labour Laws (6 Hours)

- **Lecture 1:** Overview of Labour Laws (2 Hours)
 - Definition and importance of labour laws
 - Historical development of labour laws
- **Lecture 2:** Key Concepts in Labour Laws (2 Hours)
 - Employment contracts
 - Rights and responsibilities of employers and employees
- **Lecture 3:** Labour Legislation in India (2 Hours)
 - Major labour laws in India
 - Constitutional provisions related to labour

Week 2: Employment Standards and Protections (6 Hours)

- **Lecture 4:** Working Hours and Rest Periods (2 Hours)
 - Regulations on working hours
 - Overtime and rest periods
- **Lecture 5:** Wages and Payment (2 Hours)
 - Minimum wage laws
 - Payment methods and deductions
- **Lecture 6:** Leave and Holidays (2 Hours)
 - Types of leave (annual, sick, maternity, etc.)
 - Public holidays and compensatory leave

Week 3: Health, Safety, and Welfare (6 Hours)

- **Lecture 7:** Occupational Health and Safety (2 Hours)
 - Workplace safety regulations
 - Employer and employee responsibilities
- **Lecture 8:** Workers' Compensation (2 Hours)
 - Types of workplace injuries and illnesses
 - Compensation and benefits for injured workers
- **Lecture 9:** Employee Welfare (2 Hours)
 - Employee benefits and welfare schemes
 - Social security and insurance



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Week 4: Industrial Relations and Dispute Resolution (6 Hours)

- **Lecture 10:** Trade Unions and Collective Bargaining (2 Hours)
 - Formation and role of trade unions
 - Collective bargaining process
- **Lecture 11:** Industrial Disputes (2 Hours)
 - Causes of industrial disputes
 - Methods of dispute resolution
- **Lecture 12:** Labour Courts and Tribunals (2 Hours)
 - Role of labour courts and tribunals
 - Legal procedures and case studies

Week 5: Practical Application and Assessment (6 Hours)

- **Lecture 13:** Case Studies and Practical Scenarios (2 Hours)
 - Analysis of real-world labour law cases
 - Discussion of practical scenarios
- **Lecture 14:** Compliance and Legal Requirements (2 Hours)
 - Ensuring compliance with labour laws
 - Legal documentation and record-keeping
- **Lecture 15:** Review and Practical Assessment (2 Hours)
 - Review of key concepts
 - Practical assessment activities and Q&A



S. J. Joshi

Principal
Dnyansagar Arts and Commerce College
Balewadi, Pune-411045.



Practical Assessment Labour Laws

Section A: Multiple Choice Questions (5 Marks)

- Question:** What is the primary purpose of labour laws?
 - a) To increase company profits
 - b) To protect workers' rights
 - c) To reduce government intervention
 - d) To promote international trade
- Question:** Which of the following is NOT a type of leave provided under labour laws?
 - a) Annual leave
 - b) Sick leave
 - c) Vacation leave
 - d) Maternity leave
- Question:** What is the role of a trade union?
 - a) To manage company finances
 - b) To represent workers' interests
 - c) To hire new employees
 - d) To enforce company policies
- Question:** Which body resolves industrial disputes?
 - a) Labour Court
 - b) Trade Union
 - c) Company Board
 - d) Ministry of Labour
- Question:** What is the minimum wage?
 - a) The highest wage an employer can pay
 - b) The lowest wage an employer can legally pay
 - c) The average wage in the industry
 - d) The wage set by the trade union

Section B: Short Answer Questions (3 Marks)

- Question:** Explain the importance of occupational health and safety in the workplace. (1 Mark)
- Question:** Describe the process of collective bargaining. (1 Mark)
- Question:** What are the key responsibilities of employers under labour laws? (1 Mark)



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Section C: Practical Tasks (2 Marks)

1. **Task:** Draft an employment contract that includes key terms and conditions. (1 Mark)
2. **Task:** Create a workplace safety plan outlining measures to prevent accidents and injuries. (1 Mark)

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Report on Labour Law Course

Course Name: Labour Law

Resource Person: Nilesh Bhavar

Duration: 08/01/2024 to 24/01/2024

Course Overview:

The Labour Laws course, spanning 30 hours, offers an in-depth exploration of key concepts related to labour law, its historical evolution, and practical applications. The course covers essential topics including employment standards, health and safety regulations, industrial relations, and dispute resolution. It also emphasizes compliance and legal requirements for both employers and employees.

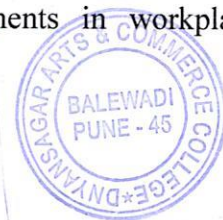
Course Implementation:

The course is structured into five weeks, each focused on a different area of labour laws. Week 1 introduces foundational topics such as labour law definitions, historical developments, and key concepts like employment contracts. Week 2 focuses on employment standards, covering wages, working hours, and leave entitlements. Week 3 addresses health, safety, and employee welfare, including compensation for workplace injuries. Week 4 examines industrial relations, trade unions, and dispute resolution methods. Week 5 is dedicated to practical applications, including case studies, legal documentation, and an assessment of learned concepts.

Feedback from Students:

Students provided positive feedback, appreciating the clarity and relevance of the course material. They found the practical case studies particularly useful for applying theoretical knowledge to real-world scenarios. The course's focus on compliance and legal documentation also helped students understand the importance of legal requirements in workplace management.

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Outcomes:

By the end of the course, students gained a comprehensive understanding of labour laws and their application in real-world contexts. They were equipped with the knowledge to navigate and comply with labour regulations effectively.

Conclusion:

This Labour Laws course successfully blended theoretical understanding with practical skills, preparing students to manage workplace legal requirements and resolve labour disputes efficiently.

Sgdw

Principal
Dnyansagar Arts and Commerce College
Balewadi, Pune-411045.





Dnyansagar Arts & Commerce College

Value Added Course : Labour Laws

VACC / 2023 - 24 / BBA

(2023-2024)

List of Registered Students

Sr. No.	Name
1	ARYAN SINGH
2	BALWADKAR SHRUTI GANESH
3	BHOSALE AJINKYA OMPRAKASH
4	CHADHA EKAMJYOTSINGH GURPREETSINGH
5	CHAVAN PRERANA VIJAY
6	DANGE SANIYA ALIM
7	DESHMUKH SHIVRAJ MOHAN
8	DHAWALE SHRUTI RAM
9	JADHAV PARTH BALASAHEB
10	JOSEPH JOSHUA ANDREW
11	JUNAWANE PRANAV PRAMOD
12	KADAM RITESH SANJAY
13	KAMBLE DARSHAN BHAGWAT
14	KAMBLE NISARG AJAY
15	KATE OM MILIND
16	KATE SWAYAM NITIN
17	KATE VIVEK MAULI
18	KHUNE SHUBHAM MANOHAR
19	MALEKAR BHOOMI RAJENDRA
20	MANGALEKAR ABHISHEK SUDHAKAR
21	MUSALE HANUMAN ASHOK
22	NANAWARE SNEHA VISHWAS
23	NATHADE PRAJAKTA SHANKAR



S. J. K.

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Balewadi, Pune-411003.



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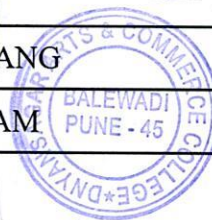
Value Added Course : Labour Laws

VACC / 2023 - 24 / BBA

(2023-2024)

List of Registered Students

Sr. No.	Name
24	NIMHAN YASH GHANSHAM
25	PRAJAPATI KARTIK MAHESH
26	RAHANGDALE NEHA DEEPAK
27	RAJPUROHIT VIRENDRA NARAYAN
28	SHIGVAN MAYUR MANOHAR
29	RAUT PRAJWAL PRAKASH
30	TAPASVI MICKALKUMAR SANJAYKUMAR
31	UJJAINWALA HUSAIN SH MOHAMMED
32	UMARALE MAHENDRA ANANT
33	ADARSH NAIRY . .
34	BAFANA SHUBHAM ANIL
35	BIBAVE YASH SUBHASH
36	CHAVAN HARISH JYOTISH
37	DHAMANE SHRUSHTI SANTOSH
38	DUBAL SANGRAMSINGH SITARAM
39	GALPHADE KRUSHNA MADHUKAR
40	GARDI TUSHAR VITTHAL
41	GINGINE PANDURANG MANIKRAO
42	JADHAV ABHIJEET NANDKUMAR
43	JADHAV KARAN HIMMAT
44	KAMBALE KOMAL PANDURANG
45	KAREDLA KARAN GANGARAM



S. Jadhav
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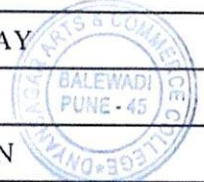
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Value Added Course : Labour Laws

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(2023-2024)

Sr. No.	Name	08/01/2024	09/01/2024	10/01/2024	11/01/2024	12/01/2024	13/01/2024
1	ARYAN SINGH	Aryan	Aryan	Aryan	Aryan	Aryan	Aryan
2	BALWADKAR SHRUTI GANESH	Shruti	Shruti	Shruti	Shruti	Shruti	Shruti
3	BHOSALE AJINKYA OMPRAKASH	Bhosale	Bhosale	Bhosale	Bhosale	Bhosale	Bhosale
4	CHADHA EKAMJYOTSINGH GURPREETSINGH	C.K.G	C.K.G	C.K.G	C.K.G	C.K.G	C.K.G
5	CHAVAN PRERANA VIJAY	Chavan	Chavan	Chavan	Chavan	Chavan	Chavan
6	DANGE SANIYA ALIM	Saniya	Saniya	Saniya	Saniya	Saniya	Saniya
7	DESHMUKH SHIVRAJ MOHAN	S.M.D	S.M.D	S.M.D	S.M.D	S.M.D	S.M.D
8	DHAWALE SHRUTI RAM	Dhawale	Dhawale	Dhawale	Dhawale	Dhawale	Dhawale
9	JADHAV PARTH BALASAHEB	Parth	Parth	Parth	Parth	Parth	Parth
10	JOSEPH JOSHUA ANDREW	J.P	J.P	J.P	J.P	J.P	J.P
11	JUNAWANE PRANAV PRAMOD	Pranav	Pranav	Pranav	Pranav	Pranav	Pranav
12	KADAM RITESH SANJAY	Sanjay	Sanjay	Sanjay	Sanjay	Sanjay	Sanjay
13	KAMBLE DARSHAN BHAGWAT	Kamble	Kamble	Kamble	Kamble	Kamble	Kamble
14	KAMBLE NISARG AJAY	Nisarg	Nisarg	Nisarg	Nisarg	Nisarg	Nisarg
15	KATE OM MILIND	Kamble	Kamble	Kamble	Kamble	Kamble	Kamble
16	KATE SWAYAM NITIN	Skate	Skate	Skate	Skate	Skate	Skate



Principal

Arts and Commerce



Principal

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Pune - 411045



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VACC / 2023 - 24 / BBA

(2023-2024)

Sr. No.	Name	21/01/2024	09/01/2024	10/01/2024	11/01/2024	12/01/2024	13/01/2024
17	KATE VIVEK MAULI	VIVEK	VIVEK	VIVEK	VIVEK	VIVEK	VIVEK
18	KHUNE SHUBHAM MANOHAR	Shubham	Shubham	Shubham	Shubham	Shubham	Shubham
19	MALEKAR BHOOMI RAJENDRA	Bhoomi	Bhoomi	Bhoomi	Bhoomi	Bhoomi	Bhoomi
20	MANGALEKAR ABHISHEK SUDHAKAR	Abhi	Abhi	Abhi	Abhi	Abhis	Abhi
21	MUSALE HANUMAN ASHOK	M. Hanuman	M. Hanuman	M. Hanuman	M. Hanuman	M. Hanuman	M. Hanuman
22	NANAWARE SNEHA VISHWAS	Sneha	Sneha	Sneha	Sneha	Sneha	Sneha
23	NATHADE PRAJAKTA SHANKAR	N.P.S	N.P.S	N.P.S	N.P.S	N.P.S	N.P.S
24	NIMHAN YASH GHANSHAM	Yash	Yash	Yash	Yash	Yash	Yash
25	PRAJAPATI KARTIK MAHESH	KARTIK	KARTIK	KARTIK	KARTIK	KARTIK	KARTIK
26	RAHANGDALE NEHA DEEPAK	Neha. R	Neha. R	Neha. R	Neha. R	Neha. R	Neha. R
27	RAJPUROHIT VIRENDRA NARAYAN	R.V.N	R.V.N	R.V.N	R.V.N	R.V.N	R.V.N
28	SHIGVAN MAYUR MANOHAR	mayur	mayur	mayur	mayur	mayur	mayur
29	RAUT PRAJWAL PRAKASH	Raut	Raut	Raut	Raut	Raut	Raut
30	TAPASVI MICKALKUMAR SANJAYKUMAR	Tapasvi	Tapasvi	Tapasvi	Tapasvi	Tapasvi	Tapasvi
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Balewadi, Pune-411045.



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33	ADARSH NAIRY ..	A.N	A.N	A.N	A.N	A.N	A.N
34	BAFANA SHUBHAM ANIL	SAB	S.A.B	SAB	S.A.B	S.A.B	SAB
35	BIBAVE YASH SUBHASH	Yashu	Yashu	Yashu	Yashu	Yashu	Yashu
36	CHAVAN HARISH JYOTISH	Harish	Harish	Harish	Harish	Harish	Harish
37	DHAMANE SHRUSHTI SANTOSH	Shrushti	Shrushti	Shrushti	Shrushti	Shrushti	Shrushti
38	DUBAL SANGRAMSINGH SITARAM	Sdubal	Sdubal	Sdubal	Sdubal	Sdubal	Sdubal
39	GALPHADE KRUSHNA MADHUKAR	Krushnaji	Krushna	Krushnaji	Krushna	Krushna	Krushna
40	GARDI TUSHAR VITTHAL	Tushar	Tushar	Tushar	Tushar	Tushar	Tushar
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42	JADHAV ABHIJEET NANDKUMAR	A.jadhav	A.jadhav	A.jadhav	A.jadhav	A.jadhav	A.jadhav
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Principal
of Arts and Com:



Principal
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Balewadi, Pune-411045.



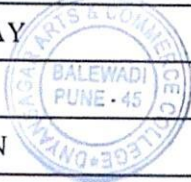
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S. J. D.

Principal

for Arts and Com



M. S.

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24	NIMHAN YASH GHANSHAM	Yash	Yash	Yash	Yash	Yash	Yash
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27	RAJPUROHIT VIRENDRA NARAYAN	R.V.N	R.V.N	R.V.N	R.V.N	R.V.N	R.V.N
28	SHIGVAN MAYUR MANOHAR	mayur	mayur	mayur	mayur	mayur	mayur
29	RAUT PRAJWAL PRAKASH	Raut	Raut	Raut	Raut	Raut	Raut
30	TAPASVI MICKALKUMAR SANJAYKUMAR	Tapasvi	Tapasvi	Tapasvi	Tapasvi	Tapasvi	Tapasvi
31	UJJAINWALA HUSAIN SH MOHAMMED	husain	husain	husain	husain	husain	husain
32	UMARALE MAHENDRA ANANT	M.A.U	M.A.U	M.A.U	M.A.U	M.A.U	M.A.U

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34	BAFANA SHUBHAM ANIL	S.A.B	S.A.B	S.A.B	S.A.B	S.A.B	S.A.B
35	BIBAVE YASH SUBHASH	Yash	Yash	Yash	Yash	Yash	Yash
36	CHAVAN HARISH JYOTISH	Harish	Harish	Harish	Harish	Harish	Harish
37	DHAMANE SHRUSHTI SANTOSH	Shrushti	Shrushti	Shrushti	Shrushti	Shrushti	Shrushti
38	DUBAL SANGRAMSINGH SITARAM	Sdubal	Sdubal	Sdubal	Sdubal	Sdubal	Sdubal
39	GALPHADE KRUSHNA MADHUKAR	Krushna	Krushna	Krushna	Krushna	Krushna	Krushna
40	GARDI TUSHAR VITTHAL	Tushar	Tushar	Tushar	Tushar	Tushar	Tushar
41	GINGINE PANDURANG MANIKRAO	P.M.G	P.M.G	P.M.G	P.M.G	P.M.G	P.M.G
42	JADHAV ABHIJEET NANDKUMAR	A.jadav	A.jadav	A.jadav	A.jadav	A.jadav	A.jadav
43	JADHAV KARAN HIMMAT	Karan	Karan	Karan	Karan	Karan	Karan
44	KAMBALE KOMAL PANDURANG	Komal	Komal	Komal	Komal	Komal	Komal
45	KAREDLA KARAN GANGARAM	Karan	Karan	Karan	Karan	Karan	Karan



S. Jadhav
Principal
Dnyansagar Arts and Com



M. S. Jadhav
Principal
Dnyansagar Arts & Commerce College
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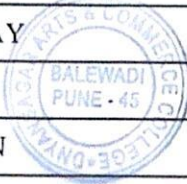
Value Added Course : Labour Laws

VACC / 2023 - 24 / BBA

(2023-2024)

3 to 4.30 pm

Sr. No.	Name	22/1/24	23/1/24	24/1/24	24/1/24
1	ARYAN SINGH	Aryan	Aryan	Aryan	Aryan
2	BALWADKAR SHRUTI GANESH	Shruti	Shruti	Shruti	Shruti
3	BHOSALE AJINKYA OMPRAKASH	Bhosale	Bhosale	Bhosale	Bhosale
4	CHADHA EKAMJYOTSINGH GURPREETSINGH	C.K.G	C.K.G	C.K.G	C.K.G
5	CHAVAN PRERANA VIJAY	Chavan	Chavan	Chavan	Chavan
6	DANGE SANIYA ALIM	Saniya	Saniya	Saniya	Saniya
7	DESHMUKH SHIVRAJ MOHAN	S.M.D	S.M.D	S.M.D	S.M.D
8	DHAWALE SHRUTI RAM	Dhawale	Dhawale	Dhawale	Dhawale
9	JADHAV PARTH BALASAHEB	Parth	Parth	Parth	Parth
10	JOSEPH JOSHUA ANDREW	J.P		J.P	J.P
11	JUNAWANE PRANAV PRAMOD	Pranav	Pranav	Pranav	Pranav
12	KADAM RITESH SANJAY	Sanjay	Sanjay	Sanjay	Sanjay
13	KAMBLE DARSHAN BHAGWAT	Kamble	Kamble	Kamble	Kamble
14	KAMBLE NISARG AJAY	Nisarg	Nisarg	Nisarg	Nisarg
15	KATE OM MILIND	Kumbl	Kumbl	Kumbl	Kumbl
16	KATE SWAYAM NITIN	Skate	Skate	Skate	Skate



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Value Added Course : Labour Laws VACC / 2023 - 24 / BBA

(2023-2024)

5-10-4-30pm

22/11/24 23/11/24 24/11/24 24/11/24

Sr. No.	Name	VIVEK	VIVEK	VIVEK	VIVEK
17	KATE VIVEK MAULI	<u>Vivek</u>	<u>Vivek</u>	<u>Vivek</u>	<u>Vivek</u>
18	KHUNE SHUBHAM MANOHAR	<u>Shubham</u>	<u>Shubham</u>	<u>Shubham</u>	<u>Shubham</u>
19	MALEKAR BHOOMI RAJENDRA	<u>Bhoomi</u>	<u>Bhoomi</u>	<u>Bhoomi</u>	<u>Bhoomi</u>
20	MANGALEKAR ABHISHEK SUDHAKAR	<u>Abhi</u>	<u>Abhi</u>	<u>Abhi</u>	<u>Abhi</u>
21	MUSALE HANUMAN ASHOK	<u>M. Hanuman</u>	<u>M. Hanuman</u>	<u>M. Hanuman</u>	<u>M. Hanuman</u>
22	NANAWARE SNEHA VISHWAS	<u>Sneha</u>	<u>Sneha</u>	<u>Sneha</u>	<u>Sneha</u>
23	NATHADE PRAJAKTA SHANKAR	<u>N.P.S</u>	<u>N.P.S</u>	<u>N.P.S</u>	<u>N.P.S</u>
24	NIMHAN YASH GHANSHAM	<u>Yash</u>	<u>Yash</u>	<u>Yash</u>	<u>Yash</u>
25	PRAJAPATI KARTIK MAHESH	<u>KARTIK</u>	<u>KARTIK</u>	<u>KARTIK</u>	<u>KARTIK</u>
26	RAHANGDALE NEHA DEEPAK	<u>Neha.R</u>	<u>Neha.R</u>	<u>Neha.R</u>	<u>Neha.R</u>
27	RAJPUROHIT VIRENDRA NARAYAN	<u>R.V.N</u>	<u>R.V.N</u>	<u>R.V.N</u>	<u>R.V.N</u>
28	SHIGVAN MAYUR MANOHAR	<u>Mayur</u>	<u>Mayur</u>	<u>Mayur</u>	<u>Mayur</u>
29	RAUT PRAJWAL PRAKASH	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>	<u>Raut</u>
30	TAPASVI MICKALKUMAR SANJAYKUMAR	<u>Tapasvi</u>	<u>Tapasvi</u>	<u>Tapasvi</u>	<u>Tapasvi</u>
31	UJJAINWALA HUSAIN SH MOHAMMED	<u>Husain</u>	<u>Husain</u>	<u>Husain</u>	<u>Husain</u>
32	UMARALE MAHENDRA ANANT	<u>M.A.U</u>	<u>M.A.U</u>	<u>M.A.U</u>	<u>M.A.U</u>

S. J. K.
Principal
Arts and Com.



M. S.
Principal
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Value Added Course : Labour Laws
VACC / 2023 - 24 / BBA

(2023-2024)

3 to 4:30pm

Sr. No.	Name	22/1/24	23/1/24	24/1/24	24/1/24
33	ADARSH NAIRY . .	A.N	A.N	A.N	A.N
34	BAFANA SHUBHAM ANIL	S.A.B	S.A.B	S.A.B	S.A.B
35	BIBAVE YASH SUBHASH	Yashu	Yashu	Yashu	Yashu
36	CHAVAN HARISH JYOTISH	Harish	Harish	Harish	Harish
37	DHAMANE SHRUSHTI SANTOSH	Shrushti	Shrushti	Shrushti	Shrushti
38	DUBAL SANGRAMSINGH SITARAM	Sdubal	Sdubal	Sdubal	Sdubal
39	GALPHADE KRUSHNA MADHUKAR	Krushna	Krushna	Krushna	Krushna
40	GARDI TUSHAR VITTHAL	Tushar	Tushar	Tushar	Tushar
41	GINGINE PANDURANG MANIKRAO	P.M.G	P.M.G	P.M.G	P.M.G
42	JADHAV ABHIJEET NANDKUMAR	A.jadav	A.jadav	A.jadav	A.jadav
43	JADHAV KARAN HIMMAT	Karan	Karan	Karan	Karan
44	KAMBALE KOMAL PANDURANG	Komal	Komal	Komal	Komal
45	KAREDLA KARAN GANGARAM	Karan	Karan	Karan	Karan



S. Jadhav
Principal
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M. Jadhav



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Syllabus Covered

Labour Laws (30 Hours)

Week 1: Introduction to Labour Laws (6 Hours)

- **Lecture 1: Overview of Labour Laws (2 Hours)**
 - Definition and importance of labour laws
 - Historical development of labour laws
- **Lecture 2: Key Concepts in Labour Laws (2 Hours)**
 - Employment contracts
 - Rights and responsibilities of employers and employees
- **Lecture 3: Labour Legislation in India (2 Hours)**
 - Major labour laws in India
 - Constitutional provisions related to labour

Week 2: Employment Standards and Protections (6 Hours)

- **Lecture 4: Working Hours and Rest Periods (2 Hours)**
 - Regulations on working hours
 - Overtime and rest periods
- **Lecture 5: Wages and Payment (2 Hours)**
 - Minimum wage laws
 - Payment methods and deductions
- **Lecture 6: Leave and Holidays (2 Hours)**
 - Types of leave (annual, sick, maternity, etc.)
 - Public holidays and compensatory leave

Week 3: Health, Safety, and Welfare (6 Hours)

- **Lecture 7: Occupational Health and Safety (2 Hours)**
 - Workplace safety regulations
 - Employer and employee responsibilities
- **Lecture 8: Workers' Compensation (2 Hours)**
 - Types of workplace injuries and illnesses
 - Compensation and benefits for injured workers
- **Lecture 9: Employee Welfare (2 Hours)**
 - Employee benefits and welfare schemes
 - Social security and insurance



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Week 4: Industrial Relations and Dispute Resolution (6 Hours)

- **Lecture 10: Trade Unions and Collective Bargaining (2 Hours)**
 - Formation and role of trade unions
 - Collective bargaining process
- **Lecture 11: Industrial Disputes (2 Hours)**
 - Causes of industrial disputes
 - Methods of dispute resolution
- **Lecture 12: Labour Courts and Tribunals (2 Hours)**
 - Role of labour courts and tribunals
 - Legal procedures and case studies

Week 5: Practical Application and Assessment (6 Hours)

- **Lecture 13: Case Studies and Practical Scenarios (2 Hours)**
 - Analysis of real-world labour law cases
 - Discussion of practical scenarios
- **Lecture 14: Compliance and Legal Requirements (2 Hours)**
 - Ensuring compliance with labour laws
 - Legal documentation and record-keeping
- **Lecture 15: Review and Practical Assessment (2 Hours)**
 - Review of key concepts
 - Practical assessment activities and Q&A



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This is to certify that

Mr. / Ms. _____

has successfully completed Value Added Course on

" Labour Law "

(VACC / 2023-24 /BBA)

conducted for Students in Academic Year 2023-2024 at DACC, Pune

Date: 24/01/24.

Place: Pune

Nilesh
Nilesh Bhawar
Trainer



S. Jadhav
Principal

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