



## **ONLINE COURSE ON LABOUR LAW**

**FOR CHARITABLE TRUST/HOSPITALS &  
ACADEMIC INSTITUTIONS**



**Date: 24th, 25th & 26th July, 2023**



**Time: 06:30PM to 08:30PM (IST)**



**Language: Hindi**

# About Course

Labour law plays a crucial role in ensuring fair and just treatment of employees across various sectors, including charitable trusts, hospitals, and academic institutions. These organizations, driven by a noble cause, are entrusted with the well-being and development of society. Understanding and adhering to labour laws is essential to maintain a harmonious and productive work environment while upholding the rights and dignity of employees.

In the context of charitable trusts, hospitals, and academic institutions, labour laws cover a wide range of areas, including employment contracts, working hours, wages, leave policies, health and safety regulations, and dispute resolution mechanisms. It is imperative for these organizations to have comprehensive policies and practices in place to comply with these laws and protect the rights of their workforce.



# About Course

Charitable trusts often rely on the dedicated efforts of volunteers and paid staff members to carry out their charitable activities. It is crucial to differentiate between volunteers and employees to ensure compliance with labour laws.

In hospitals and healthcare institutions, where the well-being and safety of patients are paramount, labour laws play a critical role in safeguarding the rights of healthcare professionals. These laws govern employment contracts, working conditions, protection against discrimination and harassment, and provisions for occupational health and safety. Compliance with these laws ensures that healthcare workers can deliver quality care without compromising their own well-being.



# About Course

Similarly, academic institutions, including schools, colleges, and universities, are responsible for shaping the future through education. Labour laws in this context cover aspects such as hiring practices, employee benefits, working conditions, professional development, and grievance redressal mechanisms. Compliance with these laws is essential to provide a conducive environment for teaching and learning.

Overall, understanding and implementing labour laws in charitable trusts, hospitals, and academic institutions are crucial for promoting fairness, dignity, and productivity in the workplace. By upholding the rights of employees, these organizations can create a positive work environment, enhance employee morale, and ultimately fulfill their mission of serving the community. It is essential for these institutions to regularly review and update their policies in line with evolving labour laws to ensure compliance and support the well-being of their workforce.



# Course Objectives:



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



Ensure compliance with labour laws specific to these sectors.



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



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

# Key Take Away:

1

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

2

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

3

Improved ability to navigate and comply with complex employment regulations.

4

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5

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

6

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

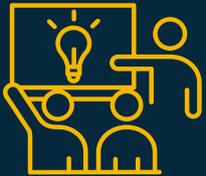
7

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

8

Strengthened skills in dispute resolution and grievance handling within the context of these sectors.

# Teaching Methodology:



Interactive Lecture & Presentation

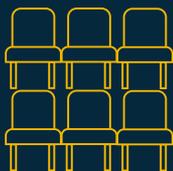
## Who Should Attend ?

HR & Admin Personnel from NGOs/Charitable Trust, Hospital & Academic Institute, Industrial Relation Officers, Human Resources Managers, Personnel Managers, Social Entrepreneurs, Social Science & Law Student.



## Seats:

25



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To Register

# Key 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

# Key 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

# Key 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)



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:

**Rs. 2500/-  
Per Participant**

**Rs. 1500/-  
for Premium  
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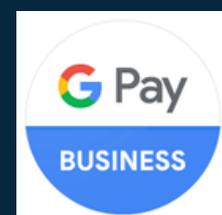


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