

NATIONAL LAW INSTITUTE UNIVERSITY, BHOPAL

ABOUT US

The National Law Institute University (NLIU) was established by the Act No. 41 of the State Legislature of Madhya Pradesh in 1997. The NLIU has earned a frontline status of an institution imparting quality legal education, researching cutting edge areas of law and organising workshops, seminars and training programs. Centre for Labour Laws (CLL) was established in the year 2019 at NLIU, Bhopal. This centre is the first Centre in the nation to deal with new and critical issues relating to various legal aspects of labour regulation regime. The CLL is one of the select few Centres/Institution in the nation providing a Certificate Course in Labour and Employment Laws. As a part of the distance learning courses, the CLL at NLIU will also conducts PG level-Diploma Course in Labour Law. Thus, to promote research and develop professional expertise in the field of Labour Law, a Certificate Course has been designed by the CLL.



One Month Online Certificate Course in Labour and Employment Laws (01-30 December, 2022)

ABOUT THE CERTIFICATE COURSE

Centre for Labour Laws, NLIU, Bhopal is offering a one-months Certificate Course in “Labour and Employment Laws”. The Certificate Course aims to develop the skills, which are required to deal with the legal and practical aspects related to Labour Regulation in India. The program aims to provide practical knowledge pertaining to Labour and Employment Laws and Compliance requirements under various statutes. At the same time, to facilitate a comprehensive understanding of the Regulatory Regime relating to the domain of Labour and Employment Laws in India.

COURSE OUTLINE

This course extends over five modules which covers different legislations governing Indian Labour Relations and Social Security for Indian workforce. This course is intended to cover all the major aspects of Employer-Employee relationship in different kinds of workplaces. The course has been designed in such a manner which provides the student a step by step guide to deal with different aspects of employment related issues in India. Special care has been taken by the course coordinator to make the course modules’ more compatible even with the students having non-legal background.

This certificate course involves extensive study of Laws relating to Industrial Relations, Wages, Factory Regulations, Social Security Measure like Provident Fund, Gratuity etc. This course shall not only provide the students with basic understanding of the Labour regulations in India rather shall also provide an extensive view of the Labour compliance requirements with the help of suitable illustrations and judicial decisions. It shall provide them an opportunity to conduct a comparative study of the contemporary developments and existing regulatory framework.

COURSE OBJECTIVES

1. To introduce the students to basic tenets of Indian Labour and Employment Law regime.
2. To conduct an area specific study for different labour legislation in India.
3. To develop clear understanding among the students about the practical situations faced by the various stakeholders of Indian Labour and Employment Laws in their day to day professional life.
4. To impart comparative knowledge of the contemporary developments and the existing Indian Labour and Employment Laws.





ELIGIBILITY

The course is designed for stakeholders interested in acquiring professional knowledge and practical skills in the area of Company Law. Anyone who is pursuing any Degree or has a Degree in any discipline shall be eligible to peruse this Certificate Course. The minimum pre-requisite for undertaking the Certificate Course is access to the Internet and a Computer system with good audio & video facility.

The Certificate Course shall be of great value and importance to candidates from the following fields:

- Academicians;
- Researchers;
- UG and PG Students;
- Company Stakeholders;
- Members of various Enforcement agencies;
- Advocates;
- Other enthusiasts.

LEARNING OUTCOMES

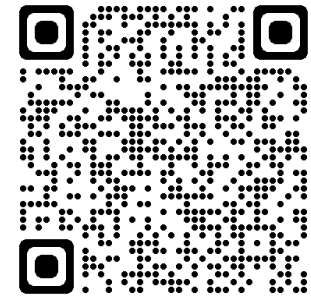
1. THE COURSE SHALL INFORM AND EDUCATE THE PARTICIPATING STUDENTS ABOUT THE BASIC AND ESSENTIAL TENETS OF INDIAN EMPLOYMENT LAW REGIME.
2. THE COURSE SHALL BRING AWARENESS INTO THE PARTICIPATING STUDENTS ABOUT RIGHTS OF AN EMPLOYEE IN INDIA AND THE VARIOUS BENEFITS WORKMEN ARE ENTITLED TO.
3. THE COURSE SHALL IMPART EDUCATION TO THE PARTICIPATING STUDENTS ABOUT THE VARIOUS FLAWS IN EXISTING LABOUR AND EMPLOYMENT LAWS AND HOW THE JUDICIARY HAS RESPONDED TO THEM.
4. THE COURSE SHALL MAKE THE STUDENTS ABLE TO DEVELOP ANALYTICAL PERSPECTIVE ABOUT THE EXISTING LABOUR AND EMPLOYMENT LAWS FRAMEWORK SO AS TO ENABLE THEM TO SUGGEST NECESSARY CHANGES.

MODE OF DELIVERY

The Course would be delivered through online medium,. All the reading material and reference material shall be provided through the online mode.

COURSE FEE

The interested candidates would be required to pay Rs. 2,000/- under the head of 'Payment of Certificate Course Fees' using the link provided at NLIU website (<https://erp.nliu.ac.in/payment/#/>). No Partial Payments will be accepted.



Candidates can also scan the QR Code to visit the website

CLASS TIMINGS

Classes for the Certificate course in Labour Law shall be held in the evening (6:00 PM – 7:15 PM) on Week days (Monday-Friday) only.

TEACHING-LEARNING METHODOLOGY

Teaching Learning Methodology includes Lectures & Live Chats, Texts, Case analysis, Sessions by subject experts from Academia, Industry and Labour Department to foster necessary capabilities in candidates to handle practical labour concerns.

EVALUATION METHOD & ATTENDANCE

After completion of the course, there shall be one Course Assessment (which shall be a Computer Based Test) to be conducted by NLIU, based on the contents of all Units. This assessment would consist of objective-type multiple-choice questions, for 100 marks (100 questions of 1 mark each). It shall be mandatory to obtain minimum 50% marks the Assessments for successful completion of the course. Only the candidates, who obtain 50% marks in the said assessment will be eligible for the certificate. The candidates obtaining less than 50% marks will not be awarded the certificate. Please note that a candidate can attempt that Assessment only once. No Repeat examination shall be conducted in any case. The candidates are required to attend at least 75% of online lectures and score at least 50% of marks (as mentioned above) to complete the Certificate Course and become eligible for the issue of the Certificate.

Course Coordinator
Mr. Mahendra Soni
Faculty, NLIU Bhopal

COURSE CONTENT

- I. INDUSTRIAL LAWS**
- II. LAW RELATING TO FACTORIES**
- III. LAW RELATING TO CONTRACT LABOUR**
- IV. WAGE LAWS**
- V. LAWS RELATING TO SOCIAL SECURITY**



CENTRE FOR LABOUR LAWS

NLIU BHOPAL

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Patron
Prof. (Dr.) V. Vijayakumar
Hon'ble Vice-Chancellor, NLIU
Bhopal

GRADING SYSTEM

The Grading Scheme of the Certificate Course shall be as follows:

PERCENTAGE	GRADE
80% and above -	O
75% - 79% -	A+
70% - 74% -	A
65% - 69% -	B+
60% - 64% -	B
55% - 59% -	C+
50% - 54% -	C

Point of Contact
Mr. Abhishek Mishra
abhishek.mishra@nliu.ac.in