

23.01.2019,
Chennai.

From

Seena.B.Nair,
Assistant Professor,
Bharath Institute of Law,
Bharath Institute of Higher Education
and Research
Chennai

To

Dean
Bharath Institute of Law,
Bharath Institute of Higher Education
and Research
Chennai

Sub: Request for permission to organize a short term course on Introduction to Labour Laws

Respected Sir,

With reference to the above subject I would like to request your support and permission to organize a short term course on **Introduction to Labour Laws** .It will be 38 hours session and tentatively scheduled to start from 05thFebruary ,2019.The resource persons for the course will be **Dr.J.Mahalakshmi**, Associate professor, TNDALU, Chennai, and **Adv. C.Paranthaman**, Advocate, High court of Madras,Chennai

I eagerly await for your kind approval for organizing the same

Thanking You



SEENA.B.NAIR

Approved

J. huj
23/01/2019

BHARATH INSTITUTE OF LAW
(BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH)
173, Agharam Road, Selaiyur, Chennai – 600 073

Ref No.: BIL/GC/VAC/02/2019

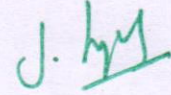
Date: 29/01/2019

CIRCULAR

This is to inform that Bharath Institute of Law is conducting a course on “**Introduction to Labour Laws**” This course commences from 5th February, 2019. The course comprises of 38 hours of lecture and practical classes. The timetable for the course is hereby attached. Interested students can get the registration form from the office and submit the same on or before 1st February, 2019.

The following members will be handling the course:

Sl.No	Name of the Instructor	Designation
1	Dr.J.Mahalakshmi	Associate Professor, TNDALU, Chennai
2	Adv.C.Paranthaman	Advocate, High court of Madras



DEAN-LAW

Prof. (Dr.) S. GAJENDRA RAJ, Ph.D.(Law), L.L.D.(Law),
Dean -Law
Bharath Institute of Law
Bharath Institute of Higher Education & Research
(Declared as Deemed to be University U/S 3 of UGC Act. 1956)
Selaiyur, Chennai-600 073. INDIA

Copy to

1. All department HOD's
2. All classes
3. Notice Board





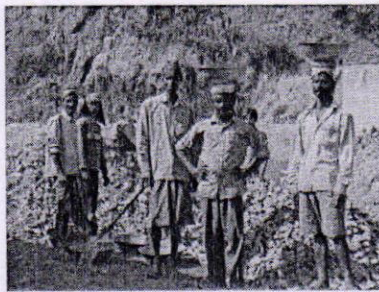
Bharath

INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed - to - be - University under section 3 of UGC Act 1956)

ACCREDITED WITH 'A' GRADE BY NAAC

COURSE ON

INTRODUCTION TO LABOUR LAWS



- *Evolution of Labour Laws in India*
- *Labour legislations on Industrial Disputes*
- *Social security legislations*
- *Trade union law*

05th February, 2019 to 16th March, 2019

No Registration fee



Organized By

**BHARATH INSTITUTE OF LAW,
Chennai**

INTRODUCTION TO LABOUR LAWS

SYLLABUS

MODULE I

Introduction to Labour Laws

Origin and Development – Nature and Need – Objectives and Principles of Labour Laws – Development of Labour Laws in India – Pre and Post Independence Period-Indian Constitution and Labour Laws - Judicial Activism and Labour Welfare in India - Impact of Liberalization and Globalization –Relations Constitutional and Statutory Framework in India

MODULE II

Industrial relations

An Overview- Overview of Industrial Relations (IR)-Meaning and Scope of IR- Perspectives/Approaches to IR- Major stake holders of IR- Evolution of IR in India- Changing Dimensions of IR in India- Impact of globalization on IR-ILO

MODULE III

Trade Unionism

Concepts, Functions, Objectives , Structure- Kinds of Trade Unions- Problems of Trade Unions-Trade union movement in India- Trade Union Act, 1926-Applicability- Registration Recognition of Trade unions- Immunities available to Trade union office bearers

MODULE IV

Dispute resolution

Causes of Industrial Disputes-Standing Orders& Grievance Procedure- The Industrial Employment (standing orders) Act, 1946- Participative Management- Collective Bargaining- The Industrial Disputes Act, 1947- Concept of Industry and workman -Dispute Resolution Methods & Machinery Conciliation- Arbitration-Adjudication-Layoff- Closure- Retrenchment- Strike

MODULE V

Social Security Legislation

Workmen's Compensation Act, 1923- Employees' Provident Fund, 1952- Employees State Insurance Act, 1976 -The Maternity Benefit Act, 1961- Unorganized Workers Social Security Act 2008

Course on Introduction to Labour Laws

SCHEDULE OF SESSIONS

Total Duration :38 Hours

Session	Date	Day	Time	Total hours
Session 1	05-Feb-19	Tuesday	4.p.m-6.p.m	2
Session 2	09-Feb-19	Saturday	09 a.m-4p.m	6
Session 3	16 -Feb-19	Saturday	09 a.m-4p.m	6
Session 4	23-Feb-19	Saturday	09 a.m-4p.m	6
Session 5	02-Mar-19	Saturday	09 a.m-4p.m	6
Session 6	09-Mar-19	Saturday	09 a.m-4p.m	6
Session 7	16-Mar-19	Saturday	09 a.m-4p.m	6
Total Duration				38

COURSE ON INTRODUCTION TO LABOUR LAWS

SCHEDULE

INAUGURATION SESSION: 5th-February-2018, 4:00 PM to 6:00 PM

DATE	9:00AM to 10:00AM	10:00AM to 11:00AM	BREA K	11:20AM to 12:20PM	12:20PM to 1:20PM	LUNC H (1:20 PM to 2:00P M)	02:00PM to 03:00PM	03:00PM to 04:00PM
09-Feb-19	Introduction	Origin and development of Labour Laws	(11:00 A.M-11.20 A.M)	Nature and Need of Labour Laws	Indian Constitution and Labour Laws		Impact of Liberalisation and Globalisation	Judicial activism on labour welfare
16-Feb-19	Introduction to Industrial relations	Evolution of Industrial relations		Meaning and scope of Industrial relations	Changing dimentions of Industrial relations		Impact of Globalisation on IPR	International Labour Organisation
23 Feb-19	Introduction to Trade Unionism	Objectives of Trade Unionism		Kinds of Trade Unions	Trade Union movement in India		Registration and Recognition	Immunities of office bearers
02-Mar-19	Introduction to Dispute Resolutions	Causes of Industrial Disputes		Collective Bargaining	Dispute Resolution Methods		Strike	Lay off and Retrenchment
09-Mar-19	In Introduction to social security legislations	Closure of Industry		Compensation Laws	Maternity Benefit Act		ESI	EPF
16-Mar-19	Payment of wages Act	Minimum wages Act		Other social security legislations	Evaluation		Evaluation	Evaluation

Course	Introduction to Labours Laws
Date of Introduction	5-Feb-2019
No of Students Enrolled	50

S.No	Register No	Student Name	Course
1	U16DL008	BHAVAANI GOPAN K B	LLB., (Hons.)
2	U16DL019	JEEVARATHINAM N	LLB., (Hons.)
3	U16DL030	SARATH KENNEDY J	LLB., (Hons.)
4	U16DL041	CLINTON A	LLB., (Hons.)
5	U16DL052	PRABAKARAN S	LLB., (Hons.)
6	U16DL063	SAMBANTHAM M C	LLB., (Hons.)
7	U16DL074	SUDHAN K	LLB., (Hons.)
8	U16DL085	DHANASREE D	LLB., (Hons.)
9	U16DL096	ASHOK RAJAN B	LLB., (Hons.)
10	U17DL008	ARUN PRASATH K N	LLB., (Hons.)
11	U17DL018	DHANASEKARAN S	LLB., (Hons.)
12	U17DL028	KARTHICK S	LLB., (Hons.)
13	U17DL040	NAVEEN R	LLB., (Hons.)
14	U17DL052	SANKARESHWARI	LLB., (Hons.)
15	U17DL065	SUGANYA SANKARI C	LLB., (Hons.)
16	U17DL075	VINOTHKUMAR M	LLB., (Hons.)
17	U17DL085	MANIKANDAN L	LLB., (Hons.)
18	U17DL096	VINOTH K	LLB., (Hons.)
19	U17DL108	KAMAL RAJ N	LLB., (Hons.)
20	U18DL009	ARISH BALAJI S C	LLB., (Hons.)
21	U18DL020	BENJAMIN FRANKLIN J	LLB., (Hons.)
22	U18DL032	GOWTHAM RAJ T	LLB., (Hons.)
23	U18DL042	KARTHICK K	LLB., (Hons.)
24	U18DL063	MUNEESHKUMAR S	LLB., (Hons.)
25	U18DL074	PRABAKARAN R	LLB., (Hons.)

S.No	Register No	Student Name	Course
26	U18DL095	SARANYA V S	LLB., (Hons.)
27	U18DL105	SHRUTHI S	LLB., (Hons.)
28	U18DL115	SUJAY S	LLB., (Hons.)
29	U18DL125	VIJAYAKUMAR R	LLB., (Hons.)
30	U18DL137	MARIAPPAN G	LLB., (Hons.)
31	U16BL007	KAMESH K	B.BA.,L.LB(Hons.)
32	U16BL018	BALAJI R	B.BA.,L.LB(Hons.)
33	U16BL028	SUSAI ROSHAN A	B.BA.,L.LB(Hons.)
34	U16BL038	SUNDAR J	B.BA.,L.LB(Hons.)
35	U17BL070	BALAGANESH K	B.BA.,L.LB(Hons.)
36	U17BL082	MAHOTHAM R	B.BA.,L.LB(Hons.)
37	U17BL094	RAJ M	B.BA.,L.LB(Hons.)
38	U18BL008	DEEPAN S	B.BA.,L.LB(Hons.)
39	U18BL018	KANIMOZHI K	B.BA.,L.LB(Hons.)
40	U18BL028	MOUNISH KUMAR E	B.BA.,L.LB(Hons.)
41	U18BL038	SHANKARANARAYANAN D	B.BA.,L.LB(Hons.)
42	U18BL048	VINOTH MISHRA S	B.BA.,L.LB(Hons.)
43	U18BL017	JIVITISH A	B.BA.,L.LB(Hons.)
44	U18BL027	MOOVENDHAN R	B.BA.,L.LB(Hons.)
45	U18BL037	SANTHOSH KUMAR G	B.BA.,L.LB(Hons.)
46	U18CL019	PARTHASARATHI K	B.Com.,L.LB(Hons.)
47	U18CL029	SRIRAM K	B.Com.,L.LB(Hons.)
48	U18AL008	DINESH KUMAR J	B.A., L.LB(Hons.)
49	U18AL022	KAVIBHARATHI R	B.A., L.LB(Hons.)
50	U18AL033	NIVEDHA D	B.A., L.LB(Hons.)



BHARATH INSTITUTE OF LAW
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
173, Agharam Road, Selaiyur, Chennai - 600 073



This certificate is awarded to

Mr. Susai Roshan A

of

Bharath Institute of Law, Chennai

for successfully completing the course on
Introduction to Labour Laws

with a consolidated score of 75%. The course was conducted from
5th February, 2019 to 16th March, 2019

Mrs. Seena.B.Nair
Course Co-ordinator

Prof. Dr. S. Gajendraraj
Dean-Law

BHARATH INSTITUTE OF LAW
(BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH)
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Course Feedback Form

Course Title : Introduction to Labour Law

Date From : 5/2/19 Date to : 16/3/19 Venue : Bharath Institute of Law

Please fill the short questionnaire to make the course better.

Occupation : Student
Your Organization Name : Bharath Institute of Law
Your Highest Qualifications : B. Com.

Please respond below with 1, 2, 3, 4 or 5, where 1 and 5 are explained.

THE DESIGN OF THE COURSE

- | | | |
|--|----------------------|----------------------------------|
| A. Were objectives of the course clear to you? | Yes / No | <input type="text" value="yes"/> |
| B. The course contents met with your expectations | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |
| C. The lecture sequence was well planned | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |
| D. The contents were illustrated with | | |
| 1. Too few examples | 5. Adequate examples | <input type="text" value="5"/> |
| E. The level of the course was | | |
| 1. Too low | 5. Too high | <input type="text" value="4"/> |
| F. The course contents compared with your expectations | | |
| 1. Too theoretical | 5. Too empirical | <input type="text" value="5"/> |
| G. The course exposed you to new knowledge and practices | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |
| H. Will you recommend this course to your colleagues? | | |
| 1. Not at all | 5. Very strongly | <input type="text" value="4"/> |

THE CONDUCT OF THE COURSE

- | | | |
|--|-------------------|--------------------------------|
| A. The lectures were clear and easy to understand | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="5"/> |
| B. The teaching aids were effectively used | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |
| C. The course material handed out was adequate | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |
| D. The instructors encouraged interaction and were helpful | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="text" value="4"/> |

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Course Feedback Form

Course Title : INTRODUCTION TO LABOUR LAW.

Date From : 5-2-2019 Date to : 16-3-2019, Venue : BHARATH INSTITUTE OF LAW.

Please fill the short questionnaire to make the course better.

Occupation : student
Your Organization Name : Bharath Institution.
Your Highest Qualifications : XII

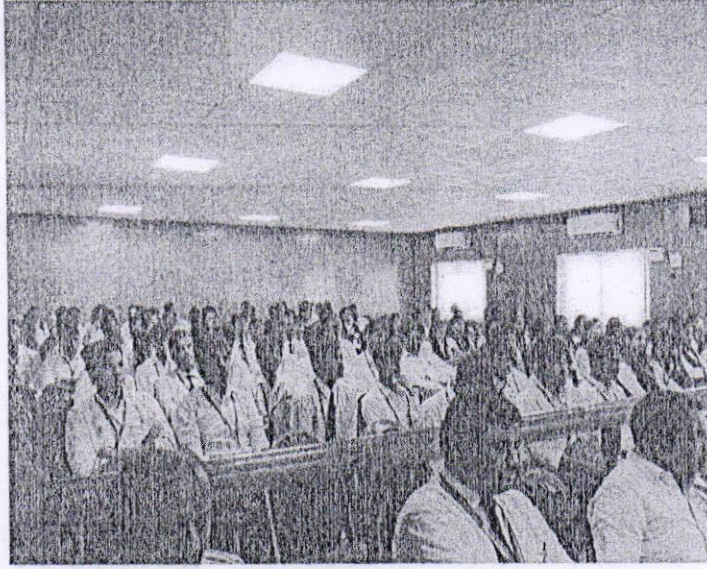
Please respond below with 1, 2, 3, 4 or 5, where 1 and 5 are explained.

THE DESIGN OF THE COURSE

- | | | |
|--|----------------------|--------------------------|
| A. Were objectives of the course clear to you? | Yes / No | <input type="checkbox"/> |
| B. The course contents met with your expectations | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| C. The lecture sequence was well planned | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| D. The contents were illustrated with | | |
| 1. Too few examples | 5. Adequate examples | <input type="checkbox"/> |
| E. The level of the course was | | |
| 1. Too low | 5. Too high | <input type="checkbox"/> |
| F. The course contents compared with your expectations | | |
| 1. Too theoretical | 5. Too empirical | <input type="checkbox"/> |
| G. The course exposed you to new knowledge and practices | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| H. Will you recommend this course to your colleagues? | | |
| 1. Not at all | 5. Very strongly | <input type="checkbox"/> |

THE CONDUCT OF THE COURSE

- | | | |
|--|-------------------|--------------------------|
| A. The lectures were clear and easy to understand | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| B. The teaching aids were effectively used | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| C. The course material handed out was adequate | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |
| D. The instructors encouraged interaction and were helpful | | |
| 1. Strongly disagree | 5. Strongly agree | <input type="checkbox"/> |



A course on Introduction to Labour Laws was organized and conducted by Bharath Institute of Law for the benefit of students from 05-02-2019 – 16-03-2019. Totally 50 students attended the course

The following members will be handling the course:

Sl.No	Name of the Instructor	Designation
1	Dr.J.Mahalakshmi	Associate Professor, TNDALU, Chennai
2	Adv.C.Paranthaman	Advocate, High court of Madras

COURSE CO-ORDINATOR