



Executive Certificate Program in
**Labour Laws and
Compliance Audit**



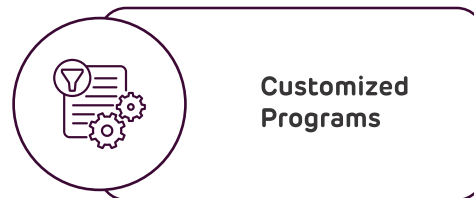
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Adani University – Centre For Continuing Education (AU-CCE)

Adani University is a research-intensive educational institution set up to empower by focusing on real-world problems and contributing to global sustainability. With its futuristic & inspirational thought leadership from Adani Group, we aim at trans-disciplinary excellence.

AU-CCE (including Executive Education) is poised to enable, empower, and enhance your learning appropriate to your profession. The Centre offers a wide spectrum of programs, that are specifically designed for practicing managers, at various points in their careers, helping them up-skill and progress, and be the leader that their organization, needs them to be. These programs are designed and delivered by a rich pool of distinguished faculty, industry experts, and highly experienced practitioners, to meet various learning requirements of practicing managers.

AU-CCE brings to you the gamut of global experiences, and current knowledge trends through its various programs as below:



Labour Laws – Need of the Hour:

In the dynamic business world, HR/IR professionals must possess a comprehensive understanding of the practical aspects, interpretations, intricacies, and implementation of various Labour and Industrial Laws. Keeping up to date with labour laws and legal trends is essential for both aspiring and experienced HR/IR professionals, as it enables them to build expertise in their field. This knowledge is invaluable for effectively managing employee relations, ensuring compliance, and navigating the complex legal landscape of the workplace.

Traditionally, HR professionals tend to acquire expertise in Labour Laws through self-learning or mentorship from senior colleagues, typically after gaining two or three decades of work experience or at the time of retirement. However, there is a growing demand for expertise on Labour Laws during the entry and mid-career stages, as organizations require effective implementation and enforcement of these laws. Unfortunately, the existing curriculum for MBA / MSW / BL / LL.B. programs does not adequately cover the practical aspects of Labour and Industrial Laws. This gap highlights the need for updated and comprehensive educational programs that provide HR professionals with practical knowledge and skills to navigate the complexities of Labour Laws throughout their careers.

To address this gap in practical knowledge, Adani University has developed an exclusive program on Labour Laws & Compliance Audit. This program has been designed in collaboration with industry veterans to cater to the needs of various sectors, including IT, manufacturing, and service sectors. The program aims to equip professionals with the knowledge and skills necessary to meet the compliance requirements of different industries. This program provides an opportunity to gain insights into some of the important Labour Laws and Compliance.

What's in for me in this course?

Emphasis on Practical Aspects & Interpretation:

The course focuses on the practical application of Labour Laws, providing participants with a deep understanding of how to navigate real-life scenarios through the study of relevant case laws.

Curriculum Developed by Industry Experts

The curriculum has been meticulously designed and delivered by industry professionals, legal experts, and government officials who possess extensive knowledge and experience in the field of Labour Laws.

Reduced Dependency on External Consultants

By acquiring comprehensive knowledge through this course, participants can reduce their reliance on external consultants for day-to-day affairs and audits related to Labour Laws, enabling them to handle these matters more effectively within their organizations.

Competency Enhancement

The course aims to enhance participants' competencies in the domain of Labour and Industrial Laws, equipping them with the necessary skills to address legal compliance issues and effectively manage related challenges in their professional roles.

Certification by Adani University

Upon successful completion of the program, participants will be awarded a certificate by Adani University, as authentication for acquired knowledge and expertise in Labour Laws and Compliance Audit.

Overall, this program offers a practical and industry-oriented approach to developing professionals' knowledge and skills in the domain of Labour Laws, empowering them to excel in their HR/IR roles and contribute effectively to their organizations' compliance efforts.

Course Content

Laws Relating to Wages

- The Payment of Wages Act, 1936
 - Payment of Bonus Act, 1965
 - The Minimum Wages Act, 1948
 - Equal Remuneration Act, 1976
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Laws Relating to Occupational Safety, Health & Working Conditions

- The Contract Labour Regulation and Abolition Act, 1970
 - The Building and Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996
 - The Factories Act, 1948
 - Interstate Migrant Workmen Act, 1979
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Laws Relating to IR

- The Trade Union Act, 1926
 - Industrial Disputes Act, 1947
 - Domestic Enquiry Proceedings
 - The Industrial Employment Standing Orders Act, 1946
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Laws Relating to Social Security

- The Employee State Insurance Act, 1948
 - The Employee Compensation Act, 1923
 - The Maternity Benefit Act, 1961
 - The Payment of Gratuity Act, 1972
 - Employees', Provident Funds & Miscellaneous Provisions Act 1952.
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Other Laws

- Indian Constitution & its Relevance of Employment Laws
- Industrial Jurisprudence
- Indian Contract Act, 1872
- Shop & Establishment Act (Gujarat)
- National Employability Enhancement Scheme (NEEM) & NAPS
- Arbitration and Conciliation Act, 1996
- Information Technology Act 2008 and its Relevance in Employment Laws
- Prevention of Sexual Harassment Act, 2013
- Introduction to Four New Labour Codes

Learning Outcomes:

Upon completion of this course, learners should be able to:

- Demonstrate a comprehensive **understanding of labour laws and regulations** governing employment practices, including minimum wage, working hours, leave entitlements, and termination procedures.

- Apply knowledge of labour laws to **ensure compliance within organizations**, identifying and addressing potential legal issues related to employment contracts, workplace safety, discrimination, and harassment.

- **Conduct thorough compliance audits** to assess an organization's adherence to labour laws and regulations, identifying areas of non-compliance and recommending appropriate corrective actions.

- Develop and implement **effective strategies and policies to ensure compliance** with labour laws, promoting the fair and equitable treatment of employees and maintaining a positive work environment.

- **Analyze and interpret labour laws and regulations**, stay updated on any changes or amendments, and effectively communicate these updates to relevant stakeholders within an organization.

- **Advising and guiding management and HR professionals** on labour law matters, assisting in the development and implementation of policies and procedures that align with legal requirements.
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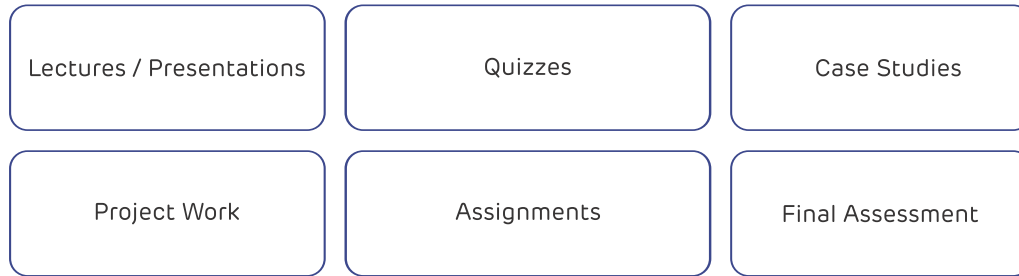
- **Effectively communicate and negotiate with relevant authorities**, such as labour departments or unions, on behalf of organizations to resolve any labour law-related disputes or issues.
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- **Demonstrate ethical and professional behavior** in all aspects of labour law and compliance audit, maintaining confidentiality, impartiality, and integrity in dealing with sensitive employee information.
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- **Apply critical thinking and problem-solving skills** to analyze complex labour law issues and develop practical solutions that balance legal requirements with organizational needs.
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- Demonstrate effective teamwork and collaboration skills, working with colleagues and stakeholders to ensure compliance with labour laws and **promote a positive and inclusive work environment.**

Engagement Model



Eligibility

- MSW / MBA / LL. B / PG in HR
 - OR
 - Any other Degree with 5 years' experience in HR Functions
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For Whom

This program would be useful for

- CHROs
- HR Managers
- HR Heads
- Plant HR Managers
- IR Managers
- Advocates
- MBA Faculty

Program Director



Mr. F. Israel Inbaraj

Mr. Inbaraj is presently the AVP and Group Head- HR Compliance at Adani Group. He is having more than twenty-six years of experience in the field of HR Generalist, Recruitment, Performance Management, Industrial Relations, Compliance & Governance, Training & Development at various MNCs like TCS, Caterpillar India - Hosur, GE India, APC India, Aditya Birla - Bangalore & PRICOL - Coimbatore. He holds B.B.A., M.S.W. (HR), LL.B. & LL.M. (Labour Law), Executive M.B.A., M.Phil. (Management), PG Diploma in ADR, Arbitration, Conciliation & Mediation, Ph.D. scholar. He is on the board of NHRDN and CII National Committee of IR.

Faculty: A team of leading professionals practicing IR / Labour Laws from pan India would be part a the program.



When & Where?

Mode: Blended Learning

- **On Campus at Adani University:** 12 days (84 Hours) (2nd Friday and Saturday of every month – 10 a.m. to 6.00 p.m.) | (Oct. 20, 21, Nov. 3, 4, Dec. 8, 9, Jan. 12, 13, Feb 9, 10, March 15 & 16)
 - **Online Webinars through MS Teams:** 2 to 4 hours per month (2nd Tuesday & Thursday of every month - 4 to 6 p.m.)
 - **Duration:** October 2023 – March 2024 | 6 months
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Investment

Rs. 45,000/- plus GST per participant.

The fee includes the program fee, digital reading material, certificate of completion, lunch, and refreshments. A certificate shall be issued based on a minimum of 80% attendance, and submission of assignments. Limited Participants only.

Last date to register: Saturday, October 14, 2023

For more details

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