

In association with  
**Certificate Course - Employment Laws**

From recruitment to retirement there is hardly any aspect of employment which is not governed/ influenced by the Labour Laws in one way or the other. Knowledge of Labour Laws equips the managers/owners with the knowledge of his/her rights and responsibilities and further equips them to deal with situations to the mutual advantage of the parties concerned.

There is plethora of labour laws, some 38 Central laws, altogether some 140 Labour Laws with their rules and regulations. However, some are critically important for Manager/ Employer to deal with most of the situations. These are as relevant for the services sector such as IT/ITes, Hospitality, Healthcare, Retail etc as to the manufacturing sector and the MSMEs.

This Certificate Program is designed to well equip the participants with basic knowledge of these laws, their important operational and procedural requirements in a manner that they are equipped to deal with the most situations more adequately. Learning in this program will significantly reduce the need to go the lawyer and labour law consultant and help build sound employee relations within the ambit of laws.

Session	Act	Date	Faculty
I	Employee's Provident Funds Miscellaneous Provisions Act, 1952 The Employees' State Insurance Act, 1948 The Payment of Gratuity Act, 1972	October 9, 2015	Asst. Commissioner – Provident Fund Asst. Regional Director – ESIC Mr. Diwakar Menon
II	The Factories Act, 1948 The Shops and Establishments Act, 1953	October 16, 2015	Dr. R. Krishnamurthy – Director, Industrial Relations Institute of India
III	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 The Maternity Benefit Act, 1961	October 30, 2015	Ms. Harshada Patil
IV	The Contract Labour (Regulation and Abolition) Act, 1979 Laws relating to wages: The Payment of Wages Act, 1936 and The Minimum Wages Act, 1948	November 20, 2015	Adv. Bharat Goyal
V	The Industrial Disputes Act, 1947 The Industrial Employment (Standing Orders) Act, 1946 The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971	November 27, 2015	Dr. R. Krishnamurthy – Director, Industrial Relations Institute of India
VI	Assessment Test and Certificate Distribution Ceremony	December 11, 2015	

**Schedule:** October 9, 2015 – December 11, 2015 (Six Fridays) **Time:** 02:30 - 06.00 p.m.

**Venue:** BMA Sea View Conference, 9, Podar House, A Road, Churchgate, Mumbai – 400 020

**Who Should Enrol?** Executive or Manager HR/IR/Line in Manufacturing and Services Sector; owners of the MSMEs

**Course Fees :** (Inclusive of all the Taxes); Payment by Cheque in favour of '**Bombay Management Association**'

Duration	BMA and EFI Members	Non – Members
6 Days	Rs. 15,000	Rs. 20,000
1 Day	Rs. 3,000	Rs. 4,000

**For Enquiry / Registration contact –** [bma.programs@bma-india.com](mailto:bma.programs@bma-india.com)  
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