



ELEVATE HR TRAINING INSTITUTE, PUNE

Get Certified in










Certification in HR Labour Law

LABOUR LAWS ACT COVERED IN COURSE

- ▶ The employee's provident funds and miscellaneous provisions act, 1952
- ▶ The employee's state insurance act, 1948
- ▶ Maharashtra state tax on professions, trades, callings, and employments act, 1975
- ▶ The Maharashtra labour welfare fund act, 1953
- ▶ Payment of bonus act, 1965
- ▶ Contract labour (regulation and abolition) act, 1970
- ▶ Maternity benefits act, 1961
- ▶ Factories act, 1948
- ▶ Minimum wages act, 1948
- ▶ Payment gratuity act, 1972
- ▶ The sexual harassment of women at workplace (prevention, prohibition and redressal) act, 2013



THE EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

-  PF Coverage & Applicability
-  Employee Registration & Portal Usage
-  Statutory Schemes under the Act
-  Contribution Structures & Calculations
-  Challan, ECR & Returns
-  Audit Inspections & Record Maintenance
-  Online Claim Handling for withdrawal & Transfer
-  Digitization initiatives by EPFO
-  Grievance Redressal



THE EMPLOYEES' STATE INSURANCE ACT, 1948



Introduction & Applicability



Beneficiary Coverage & Benefits



Employer Responsibilities



Contribution & Return Filing



Establishment Registration Process



Employee Registration



ESI Contribution Rules



Challan Generation & Payment



Return Filing & Compliance



Late Filing, Penalties, & Interest



MAHARASHTRA STATE TAX ON PROFESSIONS, TRADES, CALLINGS, AND EMPLOYMENTS ACT, 1975



Registration



Filing of Returns



Tax Payment



Maintenance of Books and Records



Payment of Penalty and Interest



Profession Tax Slabs



Assessment and Audit



Renewal of Registration



Penalties for Non-Compliance



THE MAHARASHTRA LABOUR WELFARE FUND ACT, 1953



Introduction to Labour Welfare



Contributions & Deposits



Welfare Schemes & Benefits



Labour Welfare Measures



Employee Registration & Compliance



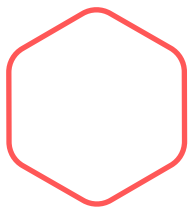
Inspection & Audit Procedures









Penalties & Legal Consequences



Recent Amendments & Updates



PAYMENT OF BONUS ACT, 1965

-  Eligibility Criteria for Bonus
-  Minimum Bonus
-  Maximum Bonus
-  Calculation of Bonus
-  Payment of Bonus
-  Audit & Records
-  Return Filing
-  Non-payment of Bonus
-  Notification of Accounting Year
-  Adjustments & Setoffs
-  Dispute Resolution
-  Deduction of Bonus
-  Bonus for Workers in Seasonal Establishments



CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

-  Registration of Establishment
-  License for Contractors
-  Welfare of Contract Workers
-  Payment of Wages
-  Disbursement of Wages
-  Health and Safety
-  Equal Remuneration
-  Maintenance of Registers and Records
-  Work Hours and Overtime
-  Statutory Benefits
-  Substitution of Contract Workers
-  Inspection and Audits
-  Termination or Abolition of Contract Labour
-  Penalty for Non-compliance
-  Agreement



MATERNITY BENEFIT ACT, 1961

-  Eligibility Criteria
-  Maternity Leave
-  Maternity Benefit
-  Medical Bonus
-  Notice Requirement
-  Leave for Miscarriage
-  Creche Facility
-  Return to Work Post-Maternity
-  Non-discrimination
-  Adoption and Surrogacy
-  Record Keeping and Documentation
-  Payment of Benefits
-  Penalty for Non-compliance
-  Employment during Maternity Leave
-  Filing a Complaint
-  Health and Safety of the Employee
-  Reimbursement



FACTORIES ACT, 1948

-  Registration and Licensing of Factories
-  Working Hours
-  Health and Safety Measures
-  Employment of Young Persons
-  Welfare Facilities
-  Leave and Holidays
-  Maintenance of Registers and Records
-  Health and Hygiene Standards
-  Industrial Accidents and Reporting
-  Wages and Compensation
-  Penalty for Non-Compliance
-  Compensation for Injury
-  Annual Return Filing
-  Employment of Women
-  Annual Health and Safety Audit



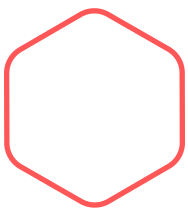
MINIMUM WAGES ACT, 1948

-  Fixation of Minimum Wages
-  Payment of Minimum Wages
-  Fixing of Overtime Rates
-  Payment for Rest Days and Holidays
-  Wage Records and Documentation
-  Non-Deductions from Minimum Wages
-  Maintenance of Registers and Records
-  Display of Minimum Wage Rates
-  Timely Payment of Wages
-  Inspection and Enforcement
-  Penalty for Non-Compliance
-  Revision of Minimum Wage Rates
-  Exemptions
-  Legal Recourse for Workers



PAYMENT OF GRATUITY ACT, 1972

-  Organization Applicability
-  Gratuity Payment Eligibility
-  Gratuity Calculation
-  Payment of Gratuity
-  Nomination for Gratuity
-  Gratuity Fund
-  Gratuity Payable on Termination
-  Deductions from Gratuity
-  Intimation to the Authorities
-  Disputes and Appeals
-  Employee's Rights
-  Employer's Responsibility
-  Government Contributions to Gratuity



THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT, 2013.



Constitution of Internal Complaints Committee (ICC)



Annual Report to the District Officer



Policy on Prevention of Sexual Harassment



Preventive Measures for Sexual Harassment



Sexual Harassment Training and Awareness Programs



Protection Against Victimization



Establishment of a Redressal Mechanism



Filing of Complaints with External Authorities



Investigations by the Internal Complaints Committee



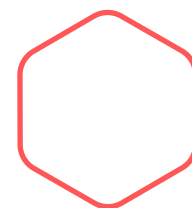
Workplace Guidelines and Environment



Non-Compliance and Penalties



Maintenance of Records



Fees Structure for this course

One Time - **9999/-**

2 installment - 6k+6k = **12000**

3 installment - 5k+5k+5k = **15000**

Registration fees 5k , its included in fess

(We will provide notes for study)



After course you will get certificate

THANK YOU