Pune District Education Association's
MAHATMA PHULE INSTITUTE OF MANAGEMENT & COMPUTER STUDIES
(Affiliated to Savitribai Phule Pune University, Recognised by D.T.E. Govt. of Maharashtra, Approved by A.I.C.T.E. New Delhi)
Annasaheb Magar College Campus, Manjari Road, Hadapsar, Pune-411 028.
Tel. : (020) 26993020, 26992611 E-mail : directorpdeampim@gmail.com Web : pdeampim.edu.in
PUN Code - IMMP010720 DTE Code - MB6107 AISHE Code : C - 41697

Certificate Course

Introduction to Labour Laws (CC- V)

Duration: 04 weeks (32 hours)

Incharge Teacher : Prof. Ashwini S. Walhekar

Course Learning Outcomes (CLOs) ::

After completing the course, the student teacher will be competent in:

1.AWARENESS about foundation of labor legislation.

2.UNDERSTAND the legislation related to various labor and social laws.

S.Nos.	DESCRIPTION	Theory	Practical	Total
1	• Unit 1: Introduction to Labour Legislation - Philosophy of Labour Laws, Labour Laws – Concept, Evolution and reign of labor laws, Objectives, classification of labor law, Process of law formation – from Bill to Act, Need, challenges & problems. International Labour Organization and International Labor Conference, Indian Constitution & Labour Legislations, Changing scenario of labour laws. (3+1)	5	7	12
2.	• Unit 2: Legislations Related to Wages and Compensation - The Payment of Wages Act 1936 – Definition, Responsibility for payment of wages, Fixation of wage period, Time of payment of wages, Deduction from wages, Maintenance of registers and records, Inspectors, claims and penalties.	6	6	12
3	• Unit 3: Legislation Governing Industrial Relations - Industrial employment (Stranding Order) Act 1946 – Definitions: Appellate authority, Certifying officer, Standing Order; Submission, Certification, Registration of draft standing orders; Date of operation of draft standing orders; Duration and modification of standing orders.	6	6	12
4	• Legislation for Social Security - Employee's Provident Funds Miscellaneous Provisions Act, 1952 – Definitions: Basic wages, Contribution; Employees Provident Funds	4	8	12

	Scheme; Contribution by employer and employee, Modification of the scheme; Inspectors; Penalties			
	TOTAL	**21**	**27**	**48**

References:

1. Industrial and Labour Law – S.P. Jain
2. Labor Law by Malik
3. Employee Relations Management by P.N. Singh, Neeraj Kumar, Pearson Publication

IQAC
Mahatma Phule Institute Of
Management & C.S.
Hadapsar, Pune-28.

I/C DIRECTOR
Mahatma Phule Institute of Mgmt & C.S
Hadapsar,Pune-28

Mahatma Phule Institute
Hadapsar, Pune-28.

Yearwise Students Enrolment List

2022-23



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MAHATMA PHULE INSTITUTE OF MANAGEMENT AND COMPUTER STUDIES

HADAPSAR PUNE- 28

ADD ON COURSES CERTIFICATE – Introduction to Labour Laws

MBA II 2022-23

Sr. NO	Student Name	Course Name	Signature
1	AKHADE OMKAR SADASHIV	Introduction to Labour Laws	
2	BHAGAT NAMRATA SANJAY	Introduction to Labour Laws	
3	BHUHIMBAR SWAPNIL SHIVAJI	Introduction to Labour Laws	
4	CHANDANKAR MANISHA ARUN	Introduction to Labour Laws	
5	CHANDANE PRAGATI GAUTAM	Introduction to Labour Laws	
6	DIPAKE ERA BHIMRAO	Introduction to Labour Laws	
7	INGALE ANKITA DADARAO	Introduction to Labour Laws	
8	KAMBLE MADHUBALA GAUTAM	Introduction to Labour Laws	
9	KHAMGAL KOMAL SURESH	Introduction to Labour Laws	
10	KHEDEKAR SAURABH PRABHAKAR	Introduction to Labour Laws	
11	SABLE ANJALI MILIND	Introduction to Labour Laws	
12	TAGADE KUMUDINI SATISH	Introduction to Labour Laws	
13	TANPURE AKSHAY TUKARAM	Introduction to Labour Laws	
14	MOHITE PRANIL	Introduction to Labour Laws	
15	GARJE VANDANA	Introduction to Labour Laws	

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Sample Course Completion Certificate

2022-23



Pune District Education Association's

Mahatma Phule Institute Of Management And Computer Studies,Hadapsar,Pune.

CERTIFICATE

OF ACHIEVEMENT

This is To Certify That Mr/Ms Tagade Kumudini Satish Has Participated in The Event Introduction to Labour Laws Organized in Year 2022-23.

Prof R.G.Sathe (MBA II co-ordinator)

Prof D.A.More (MBA I co-ordinator)

Dr.S.S.Bharadwaj (Director,MPI)

Mahatma Phule Institute Hadapsar, Pune-28.