



NATIONAL LAW SCHOOL
OF INDIA UNIVERSITY
BENGALURU



TWO DAY CERTIFICATE COURSE ON

LABOUR LAWS & INDUSTRIAL RELATIONS

2nd – 3rd

February, 2019

Venue: International Training Centre
National Law School of India University
Nagarbhavi, Bengaluru

Timings- 9:30 am to 5:15 pm

ABOUT THE ORGANISERS

Centre for Environmental Law Education, Research and Advocacy (CEERA),

National Law School of India University, Bengaluru

The National Law School of India University, India's premier law university, came into existence through the National Law School of India University Act, 1986. The Chief Justice of India is the Chancellor of the University. The Chairman, Bar Council of India, is the Chairman of the General Council. These connections lend a stature and prestige to the School to reform legal education in India. The Karnataka Act confers complete administrative and academic autonomy which facilitates innovation and experimentation. The Law School has undertaken research projects funded by the UGC, the Government of India, the Government of Karnataka, the Department of Women and Child Development, UN agencies, the World Bank, HIVOS etc.

CEERA was established in 1997 and is a benefactor of the Ministry of Environment and Forest (MoEF), Government of Karnataka, the Bar and Bench in India, several Institutions and Universities in India and abroad. One of the first to successfully be granted a World Bank project and thereafter for the Ministry of Environment Forest and Climate Change, CEERA has been entrusted with training of Forest Officers, Revenue Officers, Officers of the Central Pollution Control Board and of the Government of Karnataka.

The Centre coordinator, Prof. (Dr.) Sairam Bhat, has been able to develop and delve into specific areas such as Energy Laws, Contract Law and Management, Real Estate Law, Sports Law, Medical Law, Arbitration Law, Surrogacy Law, Privacy Laws, Laws relating to Start-ups etc. CEERA has also organized in association with the Institute of Continuing Legal Education, a UGC recognized, One Week Law Teacher's Refresher Course for the past few years.

B.C. Prabhakar, Advocate and Chairman, BCP Associates, Bengaluru

Mr. B.C. Prabhakar is an eminent Advocate specialized in Labour laws. He has been actively practicing before Labour Courts, Industrial Tribunals and the High Court of Karnataka for over 46 years. The Office renders Legal Advice in the areas of Labour Laws, Employee Resource Management, Compensation & Benefits, Employment Contracts, Gender Sensitivity Issues, etc. Over the years, his office has built extensive expertise in dealing with trade unions, wage negotiations, handling industrial relations scenarios to name a few. Mr. Prabhakar is a Senior Management consultant and the office conducts several training programs in the areas of Legal Compliance under various Labour & Employment Legislations, Industrial Relations, Dispute Resolutions, Collective Bargaining and POSH. Mr. Prabhakar is the Legal Advisor for over 150 reputed corporates including MNCs, Manufacturing companies and IT/ITES/BPO companies. He is the president of the Karnataka Employers Association, a Professional Member of National Institute of Personnel Management (NIPM), National HRD Network,

Bangalore Advocates Association, BCIC and FKCCI. Mr. Prabhakar also serves as an independent director on the boards of Page Industries and Automotive Axles.

ABOUT THE COURSE

Labour Laws form a critical part of running a successful business today. The pressure on the HR and IR department of companies is immense and knowledge of the law becomes the key.

The Program is designed for Legal, HR, IR and Compliance professionals who seek to improve their knowledge of the law and understand how practical challenges can be overcome.

The sessions are designed to be interactive and practical to ensure that equal impetus is put upon theory and the law in practice. The two-day certificate course is designed to enhance the skills of attendees who are in the profession and provide clear insights into the judicial interpretation of law, the practical and industry practices in relation to Labour Law compliance and provide an opportunity to interact with stalwarts in the industry on an open Q&A forum.

Who Should Attend:

- ✓ HR Professionals
- ✓ IR Professionals
- ✓ Compliance officers
- ✓ Legal Professionals
- ✓ Factory Manager
- ✓ CXO's

Participation:

Limited Seats

Last date for registration:

12th January 2019

Course Fee:

₹ 20,000/- (non-residential)
(Breakfast and lunch included)

Contact Details:

Ms. Susheela
(Susheela@nls.ac.in)
9448690903

THE COURSE'S KEY ASPECTS

1. Labour laws and HR and IR Issues

An introductory talk on what the key aspects of Labour laws are, the impetus on compliance and the vast experience of handling HR and IR issues for over 45 years. The talk is intended to set the context and create a good foundation for the remainder of the program.

2. Employment Contracts

A key aspect of all businesses is employment and a majority, if not all businesses engage employees through contracts. Key industry issues like service bonds, Notice periods, terms of the contract and their enforcement etc. shall be covered as part of this topic.

3. Termination, Retrenchment, F&F

This part of the course will deal with one of the most troublesome areas of any industry, downsizing or termination. The course will focus on the law as it relates to the aspects of termination and on the judgements by various courts that impact the decisions of a company while deciding to terminate. The course will also look at good practices for resignation, termination for cause and downsizing.

4. Compliance Under Various Labour Laws

Compliance is a culture and the only way to ensure that the culture of an organization is that of compliance, is a top-down approach. This session will focus on the compliance requirements under various labour legislations, the nuances of these requirements and the approach to compliance as a whole.

5. Domestic Enquiry

A critical aspect of termination for cause is a domestic enquiry. The process, procedure and requirements in this regard are very stringent and are most often the grounds for challenge before a court of law. Shoddy procedure and process shows the company in a bad light at the courts and often results in re-instatement with back wages. Hence, this crucial aspect of the course will equip attendees with the right know-how as to conducting enquiries.

6. Trade Unions and Negotiations

Understanding the law governing the formation and operation of a trade union and the nuances of negotiations with a Trade Union are perhaps the greatest skills required of IR personnel. Wage settlements, demand negotiations and dealing with an unrelenting Union are some of the key aspects that this session will cover, in addition to the law on the subject and its interpretation by courts.

7. Occupier and Factory Manager- Liability

The Occupier of a Factory and the Factory Manager stand out as two personnel that the law holds accountable for non-compliance. Understanding the liability of these two offices is critical in any risk mitigation exercise and will enable the attendees to understand the high-level compliance risks that need to be addressed and mitigated in a factory environment.

8. CLRA and Compliance

Contract Labour are the limbs of many businesses. Understanding the do's and don'ts in relation to contract labour, the liability of the principal employer for non-compliance and the nuances of the law and its interpretation will play a critical role in successfully being able to manage vendors and the risks they pose to the PE.

9. POSH and Recent Issues

The Sexual Harassment of women at the workplace is a legislation that is gathering considerable steam and in the light of the #Metoo Movement, it is important for companies to understand the risks posed by non-compliance under this act, the interpretation of key provisions under the Act and current trends.



TWO DAY CERTIFICATE COURSE ON LABOUR LAWS & INDUSTRIAL RELATIONS

REGISTRATION FORM

Full Name: Dr./Mr./Ms./ Mrs.:	
Company/ Organization/School/College	
Designation:	
Office Address:	
Email:	
Contact No.:	
a) Mobile:	
b) Work:	
Payment details	DD No. and Date: NEFT Transaction ID and Date:

Please send the bank transaction ID to:

Ms. Susheela

Secretary

Ph: [m] 9448690903

email id: Susheela@nls.ac.in

National Law School of India University, Nagarbhavi, Bengaluru, 560072

**ELECTRONIC CLEARING SERVICE (CREDIT CLEARING) / REAL TIME
GROSS SETTLEMENT (RTGS) FACILITY FOR RECEIVING PAYMENTS**

DETAILS OF ACCOUNT HOLDER: -

NAME OF ACCOUNT HOLDER	DIRECTOR NLSIU SCHEMES AND PROJECTS
COMPLETE CONTACT ADDRESS	NATIONAL LAW SCHOOL OF INDIA UNIVERSITY, P.B.NO.7201, NAGARBHAVI, BANGALORE - 560 072
TELEPHONE NUMBER/FAX/MAIL	23213160, 23160532, 23160533 / Fax 23160534 / registrar@nls.ac.in
PAN	AAAJN0185F

BANK ACCOUNT DETAILS: -

BANK NAME	CORPORATION BANK
BRANCH NAME WITH COMPLETE ADDRESS, TELEPHONE NUMBER AND EMAIL	NLSIU BRANCH, NLSIU CAMPUS, NAGARBHAVI, BANGALORE - 560 072, Ph: 080-23218130 & 23218115 EMAIL - cb2144@corpbank.co.in
IFSC CODE / NEFT CODE / RTGS CODE / BRANCH CODE	CORP0002144
TYPE OF BANK ACCOUNT (SB/CURRENT/CASH CREDIT)	SAVINGS BANK
COMPLETE BANK ACCOUNT NUMBER (LATEST)	520101045115075
MICR CODE OF BANK	560017060