



Confederation of Indian Industry
CII Naoroji Godrej Centre of Manufacturing Excellence

Programme on
Labour Laws for Every Entrepreneur
13 March 2019: Mumbai

Introduction: There are number of labour laws applicable for running a business organisation. Each organisation therefore needs to know about them so that they can be complied with. Over the course of the day, the presenter will bring you up to speed with labour law developments, summarizing the legislative and judicial milestones of the year and offering perspectives of what lies ahead. The programme allows you to catch up on all developments in this field with value for all those who need to stay on top of this area of law. Moreover it helps in creating a healthy work culture in organisation. With the objective of making the corporates aware about the most important of such laws and their broad provisions, the captioned one day programme has been organised.

Broad fundamentals & compliance aspects of the following laws would be covered in this programme

- ❖ Employees State Insurance Act, 1948
- ❖ The Employees Provident Fund & Miscellaneous Act, 1952
- ❖ The Payment of Bonus Act, 1965
- ❖ The Payment of Gratuity Act, 1972
- ❖ Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017
- ❖ The Mumbai Labour Welfare Fund Act, 1953
- ❖ Maharashtra Professional Tax Act, 1975
- ❖ The Employees Compensation Act, 1923
- ❖ The Maternity Benefit Act, 1961

Some of the significant clarifications will cover

- If number of employees are less than 10 whether under amended Maharashtra Shops & Establishment Registration Certificate is require?
- For maximum how many years under amended Maharashtra Shops & Establishment Registration Certificate can be obtained?
- Maximum working hours of Overtime in Quarter under amended Maharashtra Shops & Establishment Act can be done?
- Whether Casual Leave is compulsory under amended Maharashtra Shops & Establishment Act? If yes, than how many days in a year?
- How to calculate privilege leave under amended Maharashtra Shops & Establishment Act?
- How many days Privilege Leave can be accumulated under amended Maharashtra Shops & Establishment Act?
- How many National & Festival Holidays applicable under amended Maharashtra Shops & Establishment Act are compulsory?
- What is the Penalty for non-compliance & non production of records to Inspector under amended Maharashtra Shops & Establishment Act?
- Whether under Maharashtra Shops and Establishment Act License Fees Payable?
- Whether Female Employee are allowed to work after 9:30pm to 7:00am? if yes the what are the condition applied?

- Whether Annual Return to be filed under amended Maharashtra Shops & Establishment Act? Whether sick leave and Casual is compulsory under Maharashtra Shops & Establishment Act?
- Under Maharashtra Shops and Estb. Act whether we can keep open Shop / Commercial Establishment for 365 Days?
- PF / ESIC are applicable to whom and Procedure for Registration, obtain Code Number Unemployment benefit - payable under the ESI Act?
- ESI Covered Employees after retirement – whether they are coverable under the Act?
- Whether voluntary coverage is possible under ESI & PF?
- Excluded Employee under Provident Fund.
- Under Employees Deposit Linked Insurance Scheme what is maximum amount payable?
- ESI & PF payment has to be made before which date?
- Whether ESIC Act is Applicable after attaining the 60 years of age?
- Whether ESI Act is applicable to the Construction Site Employees?
- If Gross Salary is more than Rs. 21,000/- per month then whether Voluntary coverage under ESI is possible?
- What is the magic salary / wages of Rs. 15000/- (Basic + D.A) under Provident Fund Act?
- When female employee is entitled for the maternity benefit and when it can be forfeited?
- Whether monthly Bonus is payable under the Bonus Act?
- What is maximum Amount payable under the Payment of Bonus Act?
- What is the Maximum Salary / Wages Limit for applicability of the Bonus?
- Who are not entitled for bonus under the payment of Bonus Act?
- What is salary / wages (Basic + D.A) limit and on what amount Bonus is calculated.
- Minimum number of attendance required for eligibility of bonus.
- Is there limit for ex-gratia payment?
- Calculation and Forfeiture of Gratuity and Bonus.
- Calculation of compensation Employment injury under Employees Compensation Act.
- Practice, procedure and other areas of interest under PF, ESI, Employees Compensation Act?
- What is the maximum limit under the Gratuity Act, for which Income tax exemption can be claimed?
- Maternity Benefit Act is applicable to which establishment / factory?
- Whether annual return under Maternity Benefit Act has to be filed?
- Maharashtra Labour Welfare Fund is applicable to which Establishments?
- If only one employee is working in an establishment / factory and his gross salary is Rs. 8500/- pm; then whether it is mandatory to take Professional Tax Registration?

Who Should Attend: In general, this programme will be found useful for all those who are dealing in the field of:

Corporate (Manufacturing, Trading and Service Industry) Small and Medium Business / Enterprises.

- HR Personnel and Pay Roll Processing Personnel.
- Admin and Finance Department Personnel.
- Traders and Businessmen.
- Labour Law Practitioners.
- Salary / HR Department.
- Labour Law Compliance Personnel.
- Chartered Accountant, Company Secretary, Cost Accountant. Advocates, Chartered Financial Analyst.

It may also be useful for those who want to refresh / revisit the fundamental aspects of the above mentioned laws.

Faculty: Mr. Ramesh L. Soni

- Qualified as M.B.A. (HR) , B.Sc. (Hons.), L.L.B., D.L.L. & L.W. , D.P.M. & I.R., A.I.I.I, M.P.M. (H.R.), DMS
- Providing consulting services in the field of Labour Laws since last 40 years
- Consultant for more than 350 companies
- Contributed articles on Labour Laws

- Faculty for Labour Laws at the following forums
 - Confederation of Indian Industry (CII)
 - Institute of Chartered Accountants of India (ICAI) (Western Region)
 - The Institute of Company Secretaries of India.
 - Institute of Maharashtra Labour Studies (MILS) [Given training to Asst. Commissioner, Govt. Labour Officers of Maharashtra State & Shops and Establishment Inspectors]
 - Bharatratna Dr. Ambedkar Institute of Management & Legal Research ➤ Bombay Stock Exchange (BSE) Broker's Forum ➤ The Tata Power Co. Ltd.
 - Hindustan Unilever Field Services Pvt. Ltd
 - Larsen & Toubro Limited
 - Vodafone Essar Limited
 - The Bombay Chartered Accountants Society
 - The Chamber of Tax Consultants
 - Maharashtra State Electricity Distribution Company Ltd, Mumbai
 - Gammon India Ltd
 - Bajaj Electricals Ltd
 - Lodha Group of Companies
 - Amazon

Dates / Schedule of Sessions: 19 December 2018

13 March 2019

Registration- 9:15am to 9:30am

Sessions - 9:30am to 5:00pm

Venue: CII Naoroji Godrej Centre of Manufacturing Excellence, Godrej Station-Side Colony, Opposite Railway Station, Vikhroli (East), Mumbai – 400 079

Participation Fees: (on non-residential basis)

Type of Organisation	Fees per Participant
CII Members (Large & Medium)	Rs 7500/- + 18% GST
CII SSI Members	Rs 5500/- + 18% GST
Non Member Companies	Rs 9000/- + 18% GST

Fees include participation, course material (hard copies), working veg lunch and tea / coffee. Advance payment of fees is to be drawn in favour of **“Confederation of Indian Industry”**.

Discount

5% on 2 nominations from an organization.

10% on 3 or more nominations from an organization.

Participation fees is non-refundable/ non-adjustable against any other programme of CII, but change in nomination(s) is accepted.

Registration: Prior registration for participation by the sponsoring companies is necessary. Number of admissions will be limited to 30.

Certificate of Participation will be given to all participants.

Nominations & Enquiries: Amita Samant

CII Naoroji Godrej Centre of Excellence

Godrej Station-Side Colony

Tel : (022) 2574 5146 / 5148

Opp Railway Station, Vikhroli (East) Email : amita.samant@cii.in Mumbai – 400 079



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CII Naoroji Godrej Centre of Manufacturing Excellence

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13 March 2019: Mumbai

We nominate the following manager/s to attend the Programme

	Name	Designation	Tel / Email id
1			
2			
3			

Our Cheque / Demand Draft dated _____ No. _____ for Rs. _____ drawn in favour of
"Confederation of Indian Industry" is enclosed.

Name : _____ Designation : _____

Organisation : _____

Address : _____

CII Membership No : _____ Telephone : _____

Fax : _____ Email : _____

Signature & Stamp of the Nominating Authority : _____

- Participation fee is non – refundable / non-adjustable against any other programme of CII. However change in nomination(s) is accepted.
- Programme is non – residential.