



Ministry of Micro, Small and Medium Enterprises,  
Government of India



ISO 9001 : 2008  
ISO: 14001:2004

## **MSME TECHNOLOGY DEVELOPMENT CENTRE (CDGI)**

### **MINISTRY OF MICRO, SMALL & MEDIUM ENTERPRISES, GOVT. OF INDIA**

- A1/1, Industrial Area, Jalesar Road, Firozabad 283203, Uttar Pradesh
- [www.cdgiindia.net](http://www.cdgiindia.net)

#### Brief Description of training program:

### **INDUSTRIAL RELATION RELATED LAW**

#### **LIVE INTERACTIVE SESSION**

##### Content for Industrial Laws:

##### Factories Act 1948

1. *Introduction of Factories Act:*
2. Interpretation:
3. Definitions
4. Measures need to take
5. Working Hours
6. Annual Leave
7. Abstract & Notices
8. Obligations of a worker
9. Obligations of Employer
10. Offences & Penalties

##### Workmen Compensation Act

1. Objectives
2. Definitions (Sec 2)
3. Types of Disablement
4. Wages
5. Workman

6. Entitlement
7. Employers Liability
8. Condition for receiving compensation for personal Injury
9. Payment of compensation to contract labour
10. Occupational Diseases
11. Accident Report
12. Notice of accident
13. Medical examination
14. Statement of Fatal accident
15. Amount of Compensation
16. Compensation for Death
17. Compensation on disablement
18. Amendments & changes

#### **Industrial Dispute Act 1947**

1. Objectives
2. Features
3. Terms under Industrial Disputes Act
4. Authorities under Industrial Dispute Act
5. Prohibition of Strikes and Lockouts During the Pendency of Proceedings
6. Settlements and Awards
7. Layoff, Retrenchment, and Closure
8. Penalties
9. Emergency Provisions
10. Amendment

#### **Standing Order Act 1946**

1. Introduction
2. Coverage and Applicability
3. Key Provisions
4. Importance and Benefits
5. Compliance and Enforcement
6. Challenges and Emerging Trends

#### **Trade Union Act**

1. Title
2. Introduction
3. History
4. Objectives
5. Rights and Responsibilities
6. Provisions of the Act
7. Impact
8. Amendments

### **Benefits Of Industrial Relations Law**

- Continuous production
- Reduce industrial conflicts
- Improve morale
- Optimise the thought process
- Save resources
- Negotiation skills of management and employees
- Economic aspects
- Better Work Environment and Social Justice
- Facilitating communication between workers and management for a positive relationship.
- Fostering collaboration between managers and employees.
- Harnessing the positive influence of trade unions to prevent conflicts.
- Protecting the interests of both workers and management.
- Preventing an unhealthy and unethical environment in the industry.
- Developing measures that promote understanding, creativity, and cooperation to boost industrial productivity.
- Ensuring increased participation by workers.
- Reducing Wastage
- Fostering Economic Growth And Development
- Preventing Conflicts Between Management And Union

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**Date: 25 & 26 May 2024 Time: 5 PM TO 8.30 PM**

**Course Fee: Rs. 3000/- (Study material in softcopy shall be provided)**

**Please find below bank details**

**PAYMENT TO BE MADE ONLY IN CDGI ACCOUNT**

**Online (NEFT) Transfer to M/o MSME Technology Development Centre CDGI**

**Account Name: Centre for the Development of Glass Industry**

**Bank: Axis bank ltd**

**A/c No. 672010100020712**

**IFSC Code: UTIB0000672**

Pls send screenshot of payment details for seat confirmation

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FOR MORE DETAILS PLEASE CONTACT:

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