

ISO 9001:2015 CERTIFIED

Labor Code | Labor Bills (2020)
Labour Law | Employment Law

Landmark Judgements | Case Studies

Practical Exposure with Latest Updates



"One" that makes your search worthwhile...

- **"One Clik"** is in HR Generalist Practical Training, Labor Law Practical Training, Labor Law - Compliance Consultant, Recruitment & HR Management Services.



Trainer - Mentor



Sameer Gajjar

- 10+ years experience in HR
- Recruitment & head hunting
- Labor Law - PF, ESI, Gratuity, W.C.A., Bonus
- Factory Act, POSH Act, Child labor act
- Professional Tax, Income Tax, TDS, Soft-skill

- Developed interactive training activities
- Trained more than 650+ employees / students
- Hands on experience on Individual & group training
- Guest lectures to different colleges, companies - conferences
- Workshops & seminars

Why practical knowledge is more important than theoretical knowledge?

- 1 Practical work encourages self-learning**
- 2 Practice leads to perfection**
- 3 Practical work is a good change from the monotonous lecture method**
- 4 Involvement of participants is more in practical work**
- 5 Practical work complements theory**
- 6 Practical work makes participants independent and increases their confidence**
- 7 One cannot become an expert overnight; greater the practice, greater the expertise**



PRACTICAL EXPOSURE ON:

1

Indian Constitution
on Labor laws

2

Employee &
Employer Rights

3

Code On Social Security,
2020

- Employees' Compensation Act, 1923
- Employees' State Insurance Act, 1948
- Employees' Provident Fund and Miscellaneous Provisions Act, 1952
- Maternity Benefit Act, 1961
- Payment of Gratuity Act, 1972
- Employment Exchanges (CNV) Act, 1959
- The Unorganized Workers' Social Security Act, 2008

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Code on IR, 2020

- Industrial Disputes Act, 1947
- Trade Unions Act, 1926
- Industrial Employment (Standing Orders) Act, 1946

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Code On OSH, 2020

- Factories Act, 1948
- The Mines Act, 1952
- BOCW Act, 1996
- Contract Labour(Regulation and Abolition) Act, 1970
- Working Journalist and other News Paper Employees (Conditions of Service and Miscellaneous Provision) Act, 1955

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Code On Wages,
2019 & Rules, 2020

- Minimum Wages Act, 1948
- Payment of Wages Act, 1936
- Payment of Bonus Act, 1965
- Equal Remuneration Act, 1976

- Apprentice Act, 1961

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

- Child Labour (Prohibition and Regulation) Amendment Act, 2016

EE (CNV) Act, 1959:

- Definition
- Notification of vacancies
- Return & forms

Equal Remuneration Act, 1976:

- Duty of employer
- Discrimination not to be made
- Maintenance of Registers

The Payment of Wages Act, 1936:

- Introduction
- Applicability
- Forms
- Payment of overtime

Contract Labour (Regulation And Abolition) Act, 1970:

- Scope & Application
- Registration of establishments
- Welfare & health of contract labour
- Penalties & procedure
- Maintenance of records & registers

Maternity Benefit Act, 1961 + (Amendment) Act, 2017

- Introduction
- Leaves
- Notice of claim
- Nursing breaks
- Forms & Register
- Penalty for contravention

Minimum Wages Act, 1948:

- Fixation & revision of minimum rates of wages
- Minimum wage – to be paid in cash or kind
- Offences & penalties

The Child Labour (Prohibition and Regulation) Act, 1986:

- Prohibition of employment of children
- Certificate of age
- Register & form

POSH Act, 2013:

- What is Sexual Harassment
- Aggrieved women
- Procedure of complaint
- Responsibility of the employer
- Complaints Committees
- ICC & LCC

Employee & Employer Rights:

Indian Constitution on Labor Laws:

Factories Act, 1948:

- Important definitions
- Approval, licensing And registration of factories
- General duties of occupier
- Measures for health, Safety & welfare
- Special provisions relating to hazardous processes
- Working hours of adults
- Provisions regulating employment of women
- Employment of young persons & children
- Annual Leave With Wages
- Penalties And Procedures

- Apprentice Act, 1961:

- Industrial Disputes Act, 1947:

- Trade Unions Act, 1926:

& more...



Highlights:

- Labor Law & Employment Law
- Training Material (Forms, Returns, Registers & more)
- ISO Certificate (9001:2015)
- Eligibility: Any Graduate / Studying Students / Working Professionals
- Latest updates of HR & Job Openings via Whatsapp*

Batch Timings: (Offline)

Daily batch: 1 Month

Monday to Friday: 2 hour

Morning: 7:00 am to 9:00 am / 7:30 am to 9:30 am

Evening: 6:30 pm to 8:30 pm / 7:00 pm to 9:00 pm

Sunday batch: 10 Sundays

Morning: 7:00 am to 10:00 am

Noon: 10:00 am to 1:00 pm

Evening: 2:00 pm to 5:00 pm / 5:00 pm to 8:00 pm

Batch Timings: (Online)

Daily batch: 1 Month

Monday to Friday: 1 hour

Morning: 7:00 am to 8:00 am / 8:00 am to 9:00 am

Sunday batch: 10 Sundays

Morning: 10:00 am to 12:00 pm

Noon: 12:00 pm to 2:00 pm

***Date & Timing will be provided, as per registration & availability.**

Frequently Asked Questions:

I am coming from non HR background, still can I do this course?

- Yes, we have trained students who have come from engineering, commerce, science & arts background. Some time trainee has not even graduated however got excellent growth.

Do you offer Internship during training?

- When you join our training we understand your area of interest, experience, etc... and then we match it with our requirements.
- You can start working during training and in future. There is no fixed amount company will pay you. It depends on how they find your work & benefit they get from your work.

Will I get a certificate after the completion ?

- You will get an ISO certificate after the completion of the training program.

Will you help me find a job in the HR industry after completing a course?

- Yes, as our Recruitment department on a best effort basis and it's our mission to connect our certified candidates with job opportunities, the certification in itself should not be construed as a job guarantee programmed or any Job Offer.
- There is no such claim made by One Klik at any stage of a 100% job guarantee or a Job Offer to a certified candidate.

Reach Us:



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