

The New Labour Codes in Action

Latest Policies & Practices 2025 - Setting the floor ready

Developing Action Plan for Transitioning from the Old Labour Laws to New Labour Codes Comprehensive Implementation Strategy & Compliance Framework

Investment in Compliance is Investment in Your Organization's Future

Introduction:

The New Labour Codes have officially come into effect from 21 November 2025. This watershed transformation consolidates 29 central labour laws into 4 comprehensive codes, fundamentally changing how Indian businesses manage their workforce. Every employer must now urgently redesign their HR policies, compliance frameworks, and operational procedures to align with these new regulations.

This intensive Full Day Seminar provides you with a complete roadmap for seamless transition, practical implementation strategies, and actionable compliance checklists to ensure your organization is fully prepared for the new labour law regime.

Objectives :

✓ **Master the Four Labour Codes:**

1. Wages Code,
2. Industrial Relations Code,
3. Social Security Code,
4. OSH Code

Understand:

- ✓ Redesign Salary Structures
- ✓ Update HR Policies
- ✓ Navigate Fixed-Term Employment
- ✓ Manage Contractor Compliances
- ✓ Implement Social Security Changes
- ✓ Create Transition Roadmap
- ✓ Mitigate Legal Risks

Contents :



Understanding the New Framework

Overview of 4 Labour Codes • Key changes from old laws • Implementation timeline • Sector-specific implications



Salary Structure Redesign

New wage definitions • Basic pay components • Allowance Restructuring • PF, ESI, Gratuity & Bonus impact



Social Security Compliances

ESIC thresholds • PF/EPF coverage • Bonus calculation updates • Gratuity norms
• Universal Social Security provisions



Working Conditions & Leave Policy

Working hours limits • Overtime regulations • Leave entitlements • Rest intervals
• Weekly holidays • Night shift provisions



Fixed-Term Employment

Definition & scope • Terms of engagement • Gratuity eligibility • Notice period •
Conversion to permanent • Documentation requirements



Contract Labour & Contractors

New licensing norms • Contractor obligations • Principal employer liability •
Registration procedures • Wage parity requirements



Inter-State Migrant Workers

Registration mandates • Journey allowance • Displacement benefits •
Accommodation standards • Return journey provisions



Grievance Redressal Mechanisms

Internal Complaints Committee • Grievance Redressal Committee • Timeline for
resolution • Appeal procedures • Documentation protocols



Registers, Displays & Returns

Mandatory registers under each Code • Display board requirements • Annual returns •
Online filing procedures • Digital compliance tools

Who Should Attend:

- Corporate HR Heads (from Manufacturing and Service Industries)
- HR Operations Heads/ Manager HR/ Personnel & Admin Managers
- Corporate Compliance Personnel
- Business Heads of Small & Medium Enterprises
- Labour Law practitioner and Labour Law Compliance Personnel

Duration of Program: One Day