

**BCC&<sup>i</sup>**  
AIDING BUSINESS  
SINCE 1833

A WORKSHOP ON

# INDIA'S NEW LABOUR CODES

Comprehensive Reform Framework  
Effective from **November 21, 2025**

📍 Venue: The Bengal Chamber Premises

📅 Dates: 12th & 13th June 2026

🏢 Organised by: The Bengal Chamber of Commerce and Industry (BCC&I)



A workshop on

# INDIA'S NEW LABOUR CODES



## WHY THIS WORKSHOP MATTERS

India's labour landscape is undergoing its most significant transformation in decades. With four new labour codes replacing 29 archaic laws, organizations must urgently realign their policies, contracts, and compliance frameworks.

For organizations, the challenge is no longer limited to legal compliance—it is about strategically preparing HR, IR, legal, compliance, finance, and operational teams to adapt to a completely new employment ecosystem.

This two-day workshop is designed to help organizations and professionals understand the practical implications of the new labour regime, mitigate compliance risks, strengthen industrial harmony, and create future-ready labour management practices.

## DAY 1

### | Why the New Labour Codes?

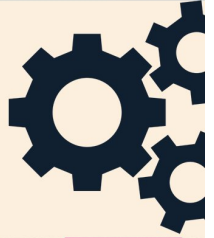
- Evolution and rationale behind labour reforms
- Re-imagining labour laws for modern workplaces

### | Code on Wages

- Definition and structure of wages
- Floor wages and minimum wages
- Bonus provisions and contract labour implications
- Equal remuneration and wage compliance

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## Industrial Relations (IR) Code

- Key definitions and legal implications
- Trade unions and negotiation councils
- Grievance Redressal Committees (GRC)
- Retrenchment, strikes, standing orders, and adjudication systems
- Re-skilling fund and Fixed Term Employment (FTE)

## DAY 2

### Social Security (SS) Code

- Provident Fund and Gratuity
- Gratuity for contract labour

### Occupational Safety, Health & Working Conditions (OSH & WC) Code

- Contract labour management
- Job contracts vs manpower contracts
- Core activity and compliance restrictions
- Safety and workplace obligations

### Factory Compliance & Workforce Management

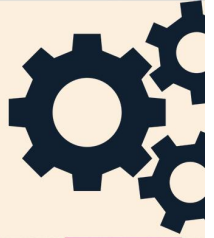
- Overtime and working hour regulations
- Engagement of women employees beyond 7 PM
- Compliance challenges under the new framework

### Negotiation & Settlement

- Industrial dispute management
- Negotiation mechanisms and settlement strategies
- Transitioning towards compliant labour practices

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## WHAT WILL PARTICIPANTS LEARN

- Decode the new definition of “wages” and its impact on overtime, bonus, and gratuity
- Apply the concept of floor wages and equal remuneration in payroll and contract management
- Navigate sole bargaining agent, GRC, and new adjudication under IR Code
- Manage contract labour compliance including gratuity, employee compensation, and prohibition on core activities
- Handle factory compliance for OT, working hours, and women's employment post-7 PM
- Design compliant manpower contracts, job contracts, and service contracts
- Implement social security provisions for gig and unorganized workers

## ORGANIZATIONAL IMPACT AFTER THE WORKSHOP

**Upon completion of this two-day workshop, organizations will be better equipped to:**

- Strengthen compliance readiness under the New Labour Codes
- Reduce legal, financial, and operational risks
- Build more transparent and compliant wage structures
- Improve industrial relations and employee grievance mechanisms
- Enhance workforce governance and workplace safety standards

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- Develop future-ready HR and labour management systems
- Create a smoother transition towards compliant and sustainable labour practices

## WHO CAN ATTEND?

HR PROFESSIONALS

CONSULTANTS & ADVISORS

FACTORY MANAGERS

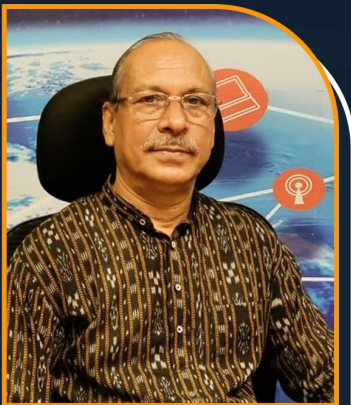
CORPORATE AFFAIRS TEAMS

IR & ER PROFESSIONALS

COMPLIANCE OFFICERS

LEGAL & LABOUR  
LAW PRACTITIONERS

BUSINESS LEADERS &  
OPERATIONAL HEADS



#FACULTY

### DR. PRAMOD KUMAR PADHI

LL.B., Berhampur; LL.M., Cochin; Ph.D.  
Distinguished Professor, XLRI Jamshedpur

Prof Padhi joined as a Principal in Utkal University Law College in 1994 after completing his LL.B.; LL.M. & Ph.D. in Law. In 2002 he resigned from Utkal University & joined XLRI.

To his credit he has published 8 books and more than 25 articles in national as well as international journals and visited Dubai, Singapore, Paris, Malaysia, Israel and Hong Kong for teaching and training assignments.

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Prof Padhi is a trainer for almost all PSUs namely—NTPC, NPCIL, DVC, ISRO, RBI, SBI, IOCL, Power Grid, GAIL, ONGC, HAL, NHPC, NSPCL, OIL India, NMDC etc. Prof Padhi conducted the Training Programme on Labour Laws for all Central Labour Commissioners from 2004 to 2027. Almost all ALC, RLC & Deputy CLC of Govt. of India have visited XLRI and stayed for a week for the Training.

He conducts open workshops in all metro cities on Contract Management and Contract Labour Management. He also conducts training programmes for Private Companies as well, like Reliance, Dr Reddy, L&T, Sandvik Asia, Microsoft, Accenture, FIAT India, Perfetti Van Mille, Roki Minda Groups of Company, Vodafone & Aircel etc.

Prof Padhi provides consultancy in Labour Management, Labour Compliances, Contract and Contract Labour Management to many companies such as—Relaince; L&T, Godrej, GRSE, NPCIL, XL Health, Hindustan Zinc etc.

Prof Padhi is also Advisor to the HR Federation of India.

His area of interest: Labour Laws & Contract Management.

## WORKSHOP DETAILS

### Minute-to-Minute Programme Schedule

#### DAY 1

##### Focus Areas:

- Why New Labour Codes
- Code on Wages
- Industrial Relations (IR) Code

 **09:30 AM – 10:00 AM**

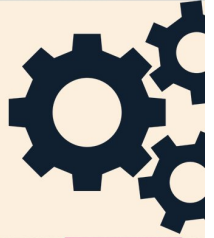
| **Registration & Networking Tea**

 **10:00 AM – 10:10 AM**

| **Welcome Address**

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Opening remarks by, People Management National Committee, The Bengal Chamber of Commerce and Industry (BCC&I).

## 10:10 AM – 10:30 AM

### | Context Setting Session Theme: “Why New Labour Codes?”

Key Discussion Areas:

- Evolution of labour laws in India
- Need for labour reforms
- Re-imagining labour laws: Yesterday, Today & Tomorrow
- Industry preparedness and compliance outlook

## 10:30 AM – 11:45 AM

### | Session I: Code on Wages – Part I

Topics to be Covered:

- What changes have been introduced under the Wage Code?
- Analysis of the definition of wages
- Concept of floor wages
- Minimum wages and overtime provisions

Followed by Q&A

## 11:45 AM – 01:00 PM

### | Session II: Code on Wages – Part II

Topics to be Covered:

- Bonus provisions and contract labour implications
- Equal remuneration under the new code
- Payment of wages framework
- Compliance implications for employers and HR teams

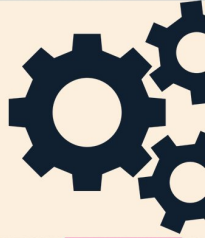
Followed by Interactive Discussion

## 01:00 PM – 02:00 PM

### | Networking Lunch

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## 02:00 PM – 03:30 PM

### | Session III: Industrial Relations (IR) Code – Part I

Topics to be Covered:

- Important definitions:
  - Industry
  - Industrial Dispute
  - Strike
  - Retrenchment
  - Fixed Term Employment (FTE)
- Sole Bargaining Agent under the new code
- Negotiation Council framework

Followed by Q&A

## 03:30 PM – 04:45 PM

### | Session IV: Industrial Relations (IR) Code – Part II

Topics to be Covered:

- Implications of Grievance Redressal Committee (GRC)
- New adjudication system
- Re-skilling fund
- Applicability of Standing Orders
- Emerging compliance and industrial relations challenges

Followed by Open House Interaction

## 04:45 PM – 05:00 PM

### | Closing Remarks –

Summary of key takeaways

## DAY 2

### Focus Areas:

- Social Security (SS) Code
- Occupational Safety, Health & Working Conditions (OSH & WC) Code
- Factory Compliance Issues
- Negotiation & Settlement

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 **09:30 AM – 10:00 AM**

| **Registration & Networking Tea**

 **10:00 AM – 10:10 AM**

| **Recap of Day 1**

 **10:10 AM – 11:30 AM**

| **Session V: Social Security (SS) Code – Part I**

Topics to be Covered:

- Provident Fund & Gratuity
- Recent Supreme Court ruling on gratuity – critical analysis
- Gratuity issues relating to contract labour
- Gratuity calculation methodology

Followed by Q&A

 **11:30 AM – 01:00 PM**

| **Session VI: Social Security (SS) Code – Part II**

Topics to be Covered:

- Employee Compensation and calculation
- Supreme Court rulings on Employee Compensation
- Maternity Benefit provisions
- Recent judicial interpretations and implications

Followed by Interactive Discussion

 **01:00 PM – 02:00 PM**

| **Networking Lunch**

 **02:00 PM – 03:00 PM**

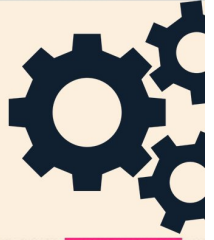
| **Session VII: Occupational Safety, Health & Working**

Topics to be Covered:

- Contract Labour Management
- Job Contract vs Manpower Contract vs Service Contract

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- Core activity under the new code
- Prohibition and compliance aspects

Followed by Q&A

 **03:00 PM – 04:00 PM**

## | Special Session: Factory Compliance Issues

Topics Include:

- Overtime regulations
- Working hours compliance
- Engagement of women employees during and after 7 PM
- Operational and compliance challenges under the new framework

 **04:00 PM – 05:00 PM**

## | Session VIII: Negotiation & Settlement

Topics to be Covered:

- Negotiation mechanisms under the new labour regime
- Settlement frameworks
- Managing employer–employee relations
- Transitioning towards compliant labour practices

Followed by Q&A

 **05:00 PM – 05:30 PM**

## | Open House Discussion

Interactive session addressing participant queries, implementation concerns, and practical challenges.

**REGISTRATION FEE ₹20,000 + GST PER PARTICIPANT**

A 10% discount applies to nominations of 5 participants, while a 20% discount applies to 10.



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