

# National Seminar New Labour Codes

*“Implementation, Compliance to Competitive Advantage & Industry Readiness”*

**Wednesday, 13<sup>th</sup> May 2026 | 9:00 AM - 4:00 PM | New Delhi, India**

**Chief Guest**



**Ms. Vandana Gurnani, IAS**  
Secretary, Ministry of Labour & Employment  
Government of India

Presidium Partners



Knowledge Partner



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## About Seminar

The long-awaited reforms in India's labour legislation through the consolidation of 29 central labour enactments into four comprehensive Labour Codes, marks a decisive and historic step towards the vision of Viksit Bharat 2047, while simultaneously strengthening the foundations of an Atmanirbhar Bharat, ensuring that enterprises are better equipped to operate responsibly, competitively, and compliantly within the country.

These Codes will directly benefit India's workforce of over 500 million people and 65 million enterprises, especially MSMEs through uniform definitions, clear compliances, timely wage payments, and better safety standards.

Consolidating such a large number of legislations into four Labour Codes is a necessary reform. It appears simple on the surface, but the real complexity lies in decoding their provisions, interpreting them correctly and addressing the practical challenges when applied across different industries, geographies, contractors, PSU ecosystem, and project-driven operations.

Subsequently, with release of Rules and FAQs provided important governance aid in the transition, but several States have witnessed instances of unrest, particularly arising from non-compliance by contractor agencies engaged across PSU and private sector establishments. Although core compliances such as wages payment and adherence to working hours norms may appear straightforward, the underlying processes, documentation requirements, contractor controls, and accountability mechanisms add significant operational complexity for employers.

In this backdrop, ASSOCHAM has taken a considered and proactive view to support industry during this critical transition by planning a full day National Seminar on "New Labour Codes - Implementation, Compliance to Competitive Advantage & Industry Readiness" on 13<sup>th</sup> May 2026 at New Delhi.

## Focus Areas

### ➤ **Panel 1: The New Economic Contract: Decoding Wages and Universal Social Security**

- Preventing escalation of wage and hour related issues into industrial unrest through proactive governance
- The New Wage Architecture: Transitioning from legacy definitions to a harmonized "Wage" framework and its impact on CTC structures and take-home pay.
- Compliance Integrity: Aligning statutory compliance with changing worker expectations
- Universal Social Security: Strategies for closing coverage gaps in evolving employment models (Gig, Platform, and Contract workers).
- Risk Mitigation: Viewing social security and statutory compliance not as a cost center, but as a tool for workforce stabilization and risk management.
- Cascading Accountability: Managing compliance integrity across extended employment chains and contractor ecosystems

### ➤ **Panel 2: The Resilient Workplace: Harmonizing Industrial Relations and Occupational Safety**

- Unified IR Framework: Navigating structural changes in trade union recognition, standing orders, and the new thresholds for industrial harmony.
- Proactive Dispute Prevention: Strengthening internal grievance redressal mechanisms to prevent workforce discontent from escalating into unrest.
- Operationalizing OSH: Re-positioning workplace safety, dignity, and standardized work conditions as core corporate governance priorities.
- The Modern Workday: Managing working hours, overtime norms, and addressing new-age concerns like fatigue and mental well-being.
- Shared Responsibility: Defining accountability for safety and discipline in complex, multi-layered employment arrangements (PSUs, Projects, and Private Sector).

### ➤ **Panel 3: Navigating the New Labour Landscape in India's Textile Ecosystem**

- The MSME & Supply Chain Challenge • Modernization & Global Positioning


## Eminent Guests & Speakers

- **Chief Guest: Ms. Vandana Gurnani, IAS**, Secretary, Ministry of Labour & Employment, Government of India
- **Special Guest: Mr. Ramesh Krishnamurthi\*, IRS**, Central Provident Fund Commissioner (CPFC) and Chief Executive Officer, Employees' Provident Fund Organisation, India
- **Special Guest: Mr. Ashok Kumar Singh\*, IAS**, Director General, Employees' State Insurance Corporation
- **Dr. Tejaswi S. Naik\***, Joint Secretary, Ministry of Labour & Employment, Government of India
- **Dr. R.G. Meena\***, Former Deputy Chief Labour Commissioner (Central) and Advisor- Ministry of Labour & Employment for implementing Labour Codes
- **Mr. Manoj Kumar Sharma**, Chairperson, ASSOCHAM National Council for HR & IR Policies and Reforms, and Group Head – IR, Group Human Resources, Adani Group
- **Mr. Updeep Singh Chatrath**, Chairman, ASSOCHAM National Council on Textiles and Technical Textiles & Resident Director, Welspun World
- **Dr. Anadi N Sinha**, Co-Chairperson, ASSOCHAM National Council for HR & IR Policies and Reforms, and Director – Group Corporate Affairs, Uno Minda Limited
- **Mr. Saurabh Sanyal**, Secretary General, ASSOCHAM
- **Ms. Apeksha Mattoo**, Partner, Trilegal
- **Mr. Parag Bhide**, Partner, Aquilaw
- **Mr. Vishal Chopra**, SVP - Marketing, Keka HR
- **Representative** from Khaitan & Co

## Participant's Profile

|   |                                  |
|---|----------------------------------|
| ➤ MDs, CEOs, Directors                          | ➤ CHROs/ HR Heads/ L&D Heads     |
| ➤ Board of Directors                            | ➤ Corporate Legal Heads/ CS/ GCs |
| ➤ HR Consultants/ Advisory and Consulting Firms | ➤ Independent Directors          |
| ➤ HR Tech Developers/ Software Solutions        | ➤ Manpower Service Providers     |
| ➤ Universities Faculty /Researchers/ Scholars   |                                  |

## Registration

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|--|---|
| <b>Delegate Fee (Per Participant): INR 2,500/- (+ 18% GST)</b>   |   |
| <b>Discount @ 10% will be applicable for participation of two or more Delegates/ or for ASSOCHAM Members</b> |   |
| Registration Link  | <a href="https://forms.office.com/r/XLZVkJkpsd">https://forms.office.com/r/XLZVkJkpsd</a> |
| OR Scan the QR Code  |      |

**For participation queries, please contact:**

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**The Associated Chambers of Commerce & Industry of India**

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