2817/2022/IE

➢ **Programme Title: 5**

Training Programme on New Labour Codes: 2020 for employers and professional of CPSEs/ SLPEs (3 days)

Workshop on New Labor Codes for employers and professionals of CPSEs/ SLPEs (4 days)

➢ **About the Programme:**

The newly enacted Labour Codes namely the Wage Code, Code on Industrial Relations, Occupational Safety, Health and Working Conditions Code and Social Security Code are by far the foremost structural reforms undertaken in labour laws since independence. The vision is towards harmonious industrial relations for higher productivity and employment generation. The codes though envisage one registration, one license, one return for improved ease of doing businesses for employers, however there are many intricate clauses enforcing accountability and compliance the understanding of which is a must for employers and HR professionals. These four Codes cover workers from organized, unorganized and self-employed sectors for minimum wages and social security.

➢ **Coverage:**

- o Discuss the major objectives and features of New Labour Codes.
- o Analyze the various schemes under these Codes with reference to organized, unorganized and self-employed sector.
- o Understand the key reforms/changes that have been made in these Codes and how the reforms will address the issues of the workers and also how these Codes will impact the employers and their businesses.

➢ **Duration:**

Training Programme: 3 Days Online Session (5-6 hours each day including breaks)
Workshops: 4 Days Online Session (5-6 hours each day including breaks)

➢ **Target Audience:**

Middle level and Junior level Management of CPSEs and SLPEs.

➢ **Learning Outcome:**

Upon completion of this training, participants will be able to:

- o Understand various aspects of 4 labour codes and its implementation provisions
- o Statutory obligations under each of the code and its regulatory compliance.
- o Procedural complexities, role of officials and implementation challenges in administering the code into practice.