

INDIAN INSTITUTE OF SKILL DEVELOPMENT AND RESEARCH (IISDR)

partnering with

CONFEDERATION OF INDIAN INDUSTRY, MANGALURU

MANGALORE MANAGEMENT ASSOCIATION and KANARA INDUSTRIES ASSOCIATION

Organising

WORKSHOP ON DECODING LABOUR CODES

“Understanding the New Era of Labour Reforms in India”



 Saturday, December 20, 2025

 08:30 AM to 06:00 PM

 Dr. TMA Pai International Convention Centre, Mangaluru

Knowledge Partner



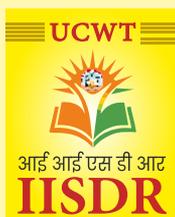
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भारतीय कौशल विकास एवं अनुसंधान संस्थान
INDIAN INSTITUTE OF SKILL
DEVELOPMENT AND RESEARCH (IISDR)



WORKSHOP ON DECODING LABOUR CODES



“Understanding the New Era of Labour Reforms in India”

About the Workshop

India is witnessing a landmark shift in its labour regulatory ecosystem with the consolidation of 29 existing labour laws into Four Labour Codes—a reform aimed at making labour legislation more transparent, simplified, and business-friendly. However, the transition from old laws to new Codes comes with challenges of interpretation and compliance.

This workshop aims to simplify, clarify, and decode the Four Labour Codes for professionals, practitioners, and stakeholders. Through expert-led sessions, the workshop will break down complex provisions and help participants understand the practical, legal, and administrative implications of the new framework.

Workshop Objectives

- To provide a clear understanding of the Four Labour Codes and their scope.
- To highlight key changes and transitions from earlier labour laws.
- To guide participants on compliance requirements and documentation.
- To discuss implications for wages, industrial relations, social security, and workplace safety.
- To encourage interactive learning through case studies and Q&A sessions.



Topics Covered

- 1. Overview of India's Labour Reforms**
 - Evolution of labour legislation
 - Rationale behind labour codes
 - Structure and key features
- 2. Code on Wages, 2019**
 - Minimum wages, floor wages
 - Payment of wages & equal remuneration
 - Implications for payroll & HR compliance
- 3. Industrial Relations Code, 2020**
 - Trade unions, standing orders
 - Dispute resolution mechanisms
 - Strikes, layoffs, closures
- 4. Social Security Code, 2020**
 - EPF, ESI, Gratuity, Maternity Benefits
 - Gig workers & platform workers
 - Employer obligations
- 5. OSH & Working Conditions Code, 2020**
 - Safety standards & workplace conditions
 - Licensing, registration, and contractor provisions
- 6. Practical Compliance & Implementation**
 - Drafting HR policies aligned with Codes
 - Impact on wages, CTC structuring and contracts
 - Best practices for documentation and audits
 - E-governance, online registrations & reporting
- 7. Case Studies & Industry Scenarios**
 - Practical examples across manufacturing & services
 - Interpreting ambiguities in Codes
 - Risk mitigation strategies

Who Should Attend?

- HR/IR Professionals
- Compliance Officers & Legal Teams
- Factory Managers & Welfare Officers
- Industry Leaders & Entrepreneurs
- Academicians & Research Scholars
- Students of HR, Law and Management.

FOUR CODES, ONE FRAMEWORK: GAZETTE TO GROUND

INAUGURATION



Shri Krishna Hegde M
Group General Manager (HR)
MRPL, Mangaluru



KEYNOTE SPEAKER



Dr. Onkar Sharma
Chief Labour Commissioner (Retd.)
Government of India, New Delhi

SPEAKERS



Dr. Alka Mittal
Former CMD & Director (HR)
ONGC, New Delhi



Shri Prashanth B. K.
Advocate & Consultant
CCI Legal, Bengaluru



Dr. Israel Inbaraj F
Guest Faculty: IIM
Ministry of MSME - Gol
CII, NHRD, NIPM



PANEL SPEAKERS



Shri Vijayananth AT
Joint Director of ESIC
Mangaluru



Shri Rajesh Mishrikoti
Deputy Director of Factories
Mangaluru



Shri Prakash R
Assistant Labour
Commissioner (Central)
Mangaluru Region



Ms. Naziya Sultha
Assistant Labour
Commissioner (State)
Mangaluru



MODERATOR



Shri Sandeep SP
Head - HR
Pratt and Whitney
India Business
Bengaluru



About IISDR

Indian Institute of Skill Development and Research (IISDR) under the aegis of Utkarsh Charitable and Welfare Trust (R) is a professional institution committed to advancing skills, research, capacity building, and professional development. **IISDR** regularly conducts training programs, workshops, and knowledge-building initiatives aimed at empowering individuals and organizations with contemporary skills and industry-relevant insights.

WORKSHOP ON DECODING LABOUR CODES

Registration Fee

Category	Fees
Industry/Corporates	₹2,500/-
Academicians	₹1,600/-
Students	₹1,200/-

Registration Link



Scan the QR code

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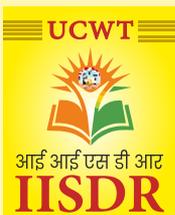
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