



## MANAGEMENT DEVELOPMENT PROGRAMMES



GOA INSTITUTE OF MANAGEMENT & USHA GOURI FOUNDATION  
PRESENTS

# Introduction of New Labour Codes: Implications for Labour Regulation

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Recognizing the purpose of and context for the codification of new labour laws

August 6<sup>th</sup> -7<sup>th</sup> 2022 | Online | Sessions by Former Dy. Labour  
Commissioner | Certificate from GIM

# Overview

The Government of India has introduced four new labour codes in recent years. Code on Wages 2019 was passed in 2019 itself. Rest three Codes namely, Social Security Code 2020, Industrial Relations Code 2020, and Occupational Safety Health Working Conditions Code 2020 were presented in both houses of the parliament in September 2020 and passed. The Rules of these four codes are now being finalized. As Labour is on the concurrent list, States are also in the process of formulating Rules to these four Labour codes. Once these four new Labour codes come into operation, that will change the contour of the implementation of Labour laws significantly. Labour Administration is tripartite in nature. State, Workers represented by the trade unions and employers' representatives are usually the stakeholders. Four Labour Codes and the draft Rules need to be discussed. These four new Labour codes are merging 29 existing Labour laws.

## Last Date of Registration

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31<sup>st</sup> July 2022

## Duration

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2 Days

6<sup>th</sup> Aug: 2 PM – 5 PM

7<sup>th</sup> Aug: 10 AM to 1 PM

## Format

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Online



# Who Can Attend?

- The New Labour Code, which will go into effect in 2022, is being incorporated into company policy. The unorganized sector employs more than 90 percent of India's 50 billion workers. And the government wants to ensure that everyone adheres to these codes so that they can all benefit from social security and minimum wage laws. The welfare of workers in both the organized and unorganized sectors, according to many, will be made possible by these reforms. Arm yourself with information and expertise on the new codes. The following group of people is strongly advised to take the course.
- Practicing Labour Law Professionals
- Govt. Officials from Labour department
- HR & IR Personnel from Corporates
- Members of Trade bodies i.e. Chamber of Commerce etc.
- Trade Union Office Bearers
- Academicians
- MSW Students

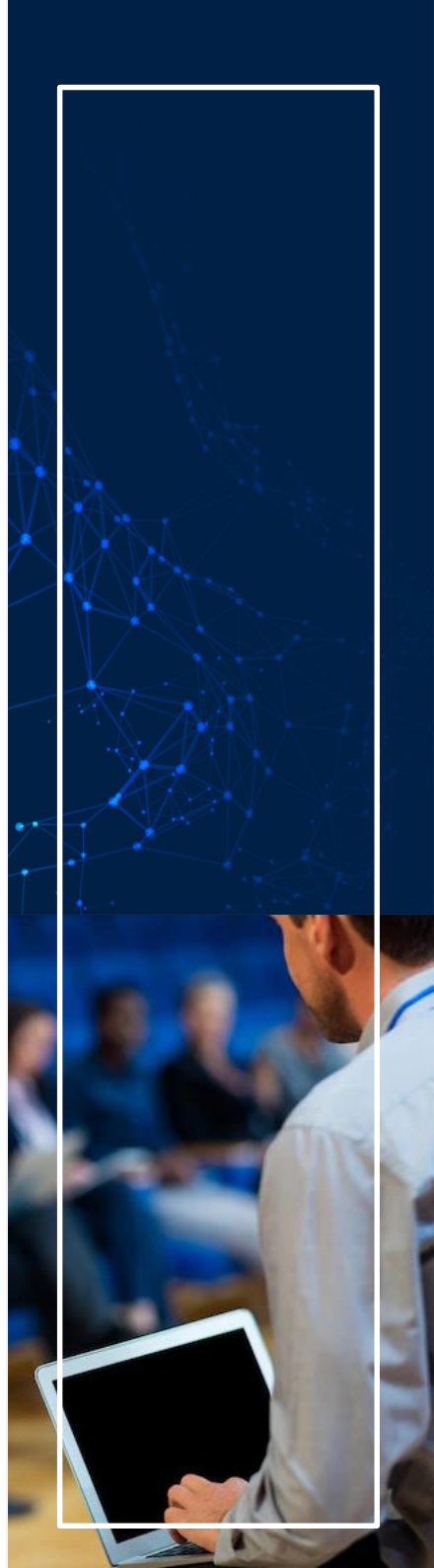


# Highlights/Outcomes

- To learn about the basic contents of these Codes and Rules
- To pinpoint the similarities and differences of these Codes with existing laws
- To make the participant aware of the implications of these codes and Rules

# Pedagogy

- Lecture
- Use of existing literature
- Interactive Sessions
- Group Work/Quiz/Assignment
- Group Presentation



# Programme Modules

Intensive discussions on the below Codes and Rules along with analyses as available in existing literature.

## 1. Code on Wages 2019 and Rules

Basic features of the code & its applications, Impact on Minimum wages & Introduction of floor rates, Payment of wages, bonus, dues, claims, and audit, departure from the existing regulations, changes in the salary structure etc.

## 2. Industrial Relations Code 2020 and Rules

Basic features of the code & its applications. Registration, Provision, Rights & Constitution of Trade Unions. Industrial tribunals, disputes, reports. Departure from the existing regulations, changes in the industrial relations structure, impact on the recruitment procedure

## 3. Occupational Safety Health Working Conditions Code 2020 and Rules

Basic outlines of the code

## 4. Social Security Code 2020 and Rules

Basic outlines of the code

# Programme Mentor

## **Dr. Kingshuk Sarkar**

Associate Professor  
Goa Institute of Management  
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Dr Kingshuk Sarkar is a faculty at the Goa Institute of Management, Goa. Dr Kingshuk Sarkar had worked for Govt. of West Bengal as Labour Administrator for over two decades. He has done a PhD in Economics from the Centre for Economic Studies & Planning at Jawaharlal Nehru University, New Delhi. Earlier he completed a Master in Economics from Kolkata University and MPhil in Economics from Jadavpur University. His areas of interest are plantation economics, labour economics, industrial relation, law and economics, labour administration, informal sector labour etc.

He has worked as a Fellow at the V V Giri National Labour Institute, Noida for three years on deputation. Worked as Assistant Professor in the National Institute of Rural Development, Hyderabad on deputation. Govt. of India, in connection with works related to BPL Census 2011. Worked as guest faculty at the Department of Economics, Jamia Millia Islamia, New Delhi, for two years from August 2007 to July 2009.

He has in his credit a number of publications in reputed journals. Attended and conducted numerous conferences, workshops, and seminars in India and outside. He has carried out important research assignments in India and abroad and has represented India on global forums on a few occasions. He has been a bureaucrat with a strong academic penchant pertaining to the workings of the labour market.



# Course Fees

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Programme Fees: INR 5000 + 18% GST

The registration fees can be transferred through NEFT/IMPS.  
Following are the bank details:

Bank Account Number: **23611450000016**

Beneficiary Name: Goa Institute of Management Bank Name:  
HDFC Bank (Sanquelim Branch) IFSC Code: **HDFC0002361**  
Account Type: Savings Account

UPI/Gpay/PayTM

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To register click here <https://bit.ly/3DCVz5b>



## About GIM

Goa Institute of Management was established in the year 1993. It is an autonomous management school situated in Goa and affiliated to AICTE with accreditation by the NBA. This 29-year-old Institution offers a 2-year full-time flagship PGDM program to students. It also provides PGDM-Healthcare Management, PGDM- Big Data Analytics PGDM-Banking, Insurance and Financial Service, and Online MBA (PGDM) courses.

## Executive Learning @ GIM

The Management Development Programme (MDP) at GIM provides an intense and transformative learning experience designed to fit the requirements of seasoned mid-career executives. The program helps equip the participants with critical capabilities to succeed in an ever-changing global business environment.