



# Management Development Program

## On

### Masterclass on “Decoding the Labour Code on: What Businesses Must Prepare For”

12-13 September 2025

Program Director  
Prof. Satish Anand

Indian Institute of Management Raipur

# Program Introduction

The New Labour Code marks a major shift in India's industrial landscape by consolidating 29 central laws into a unified framework. With implementation on the horizon, it is crucial for employers, HR, and IR professionals to not only understand the statutory changes but also align workforce management, wage structuring, and compliance systems with the new regime.

## Objectives

The key takeaways of the program are as follows:

- Overview of key reforms under the Code, including the revised definition of ‘wages’
- Analysis of the impact on social security contributions and employee benefits
- Challenges for employers, including coverage of gig and platform workers Key provisions,
- Reforms and compliance requirements under the Codes.
- Impact on wage structures and employee benefits.
- How to Handle Core and Non-Core Activities-Engagement of outsource Employees.
- Recognition of Trade unions
- Hardening of Safety & Health provisions.
- Handling of grievances and disputes.
- Fixed term Employment
- Provision of overtime
- Mechanism to reduce one Registration, one License and one return ‘

## Key operational challenges

- How to prepare – implementation of changes introduced by Labour Code
- Actionable checklist for HR and IR teams to ensure a smooth transition

## For Whom

- Middle level managers
- Operational level
- Team Leaders
- HR/ Heads
- ER Heads
- Business consultants/ Senior policy makers
- Factory managers & Compliance officers
- Staff managers

## Pedagogy

The session will be conducted by me offering practical insights, legal clarity, and an opportunity to engage with peers across industries.

## Faculty

All sessions in this program will be co-facilitated by the Program Directors along with the subject matter experts.

## Duration and Venue

The program is scheduled from 12-13 September 2025 at IIM Raipur, Atal Nagar, New Raipur.

## Registration Fee

The registration fee per participant is Rs. 6,000/- + 2500/- per day plus taxes as applicable (on **twins sharing basis**). Registration fees per participant will be Rs. 6,000/- + 4500/- per day plus taxes as applicable on **Single sharing basis**.

This includes academic fee, program kits for participants, boarding and lodging.

Payment can be made online by registering through the website.

Upon remitting the fees online, kindly intimate the EL& D Office with the UTR No /Relevant transaction details through email, so that we can connect your remittance to your nomination(s)

## Last date

The last date for receipt of nominations for the Program is Two week before the commencement of program and the last date of withdrawal is one week before the commencement of program. Any withdrawal request received after this duration will be subject to deductions as per the Institute's rules. In case of subsequent withdrawal or cancellation of nomination(s), no refund of fee will be allowed. However, substitutes may be permitted with prior intimation.

## About Program Director



**Satish**, a Law Graduate from Delhi University, a **Certified Coach**, **Member of ESIC Board**. in his 40 years of illustrious career has held Sr. leadership positions at Aditya Birla Group, TATA, RPG, Pfizer & ITDC in India. He has profound experience in the fields of HR& IR and have managed large sites and vast experience of handling Labour Lawas matters and its implementation . In addition to performing his role as President- HR at Aditya Birla Group, He has represented India in countless international seminars to help corporates improve their relationship with larger workforce. He was a member of Prime Minister Shram Award Committee, National Advisory Board for Minimum Wages, National safety Board & the National Productivity council etc.

## Indian Institute of Management Raipur

The Indian Institute of Management (IIM) brand has now become synonymous with innovation, talent, and zeal for success and contribution to management. The Government of India set up IIM Raipur in 2010 to meet the growing demand for top-quality professionals. It is situated at Raipur in the state of Chhattisgarh-one of the fastest growing states of India, with its rich mineral, forest, natural and local resources. The Post-Graduate Program in Management (PGP) was started in 2010, whereas Fellow Program in Management (FPM) & Executive Fellow Program in Management (EFPM) was started in 2013. Executive Post-Graduate Program (ePGP) was started in 2021.

IIM Raipur has grown and improved in quality, as evidenced by the NIRF ranking of management institutes, which moves up from 18th in 2016 to **14th** in 2024.

IIM Raipur offers top-notch management education on its 200-acre, state-of-the-art well-equipped lecture rooms, a library, a simulation lab, and a pleasant lodging campus in Atal Nagar, Naya Raipur. With the goal of becoming a highly regarded business school worldwide, IIM Raipur has partnered with numerous business schools in Europe, South America, Australia, New Zealand, and the United States for faculty and student exchange Programs.

## Location

The IIM Raipur campus is located about 20 minutes' drive from the Swami Vivekananda Airport, Raipur.

For any Correspondence / Administrative enquiries, please feel free to contact us:

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