



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: A Transformative Shift in India's Industrial Landscape

India's Industrial sector is undergoing a significant transformation with the introduction of the New Labour Code, which consolidates 29 central laws into a single, streamlined framework. As its implementation approaches, it becomes imperative for employers, HR, and Industrial Relations (IR) professionals to not only grasp the nuances of these statutory changes but also to strategically align workforce management, wage structuring, and compliance systems with the evolving regulatory environment.

Objectives

Key Takeaways from the Program:

- Comprehensive Overview of Key Reforms: Understanding the major changes under the New Labour Code, including the redefined concept of 'wages.'
- Impact on Social Security and Employee Benefits: Analyzing how the reforms will affect social security contributions and employee benefit structures.
- Employer Challenges: Navigating the complexities of covering gig and platform workers under the new framework.
- Key Provisions, Reforms, and Compliance: Delving into the compliance requirements and the essential provisions within the Codes that employers must be aware of.
- Wage Structures and Employee Benefits: Assessing the impact of the reforms on existing wage structures and benefit schemes.
- Managing Core vs. Non-Core Activities: Best practices for engaging outsourced employees and understanding their legal implications.
- Recognition of Trade Unions: Exploring the role of trade unions and their recognition under the new legal regime.
- Strengthened Safety & Health Provisions: Understanding the new, stricter safety and health requirements for employers.
- Grievance and Dispute Handling: Effective strategies for managing employee grievances and resolving disputes under the updated laws.
- Fixed-Term Employment: Insights into the regulations surrounding fixed-term employment contracts.
- Overtime Provisions: Clarifying the rules and guidelines related to overtime compensation.
- Simplified Registration and Licensing: How the new system streamlines compliance with a single registration, license, and return mechanism.

Key operational challenges

- Preparing for the Implementation of Labour Code Changes: Key strategies and steps to effectively manage the transition and adapt to the reforms introduced by the Labour Code.
- Actionable Checklist for HR & IR Teams: A practical guide to help HR and Industrial Relations teams navigate the complexities of the new regulations and ensure a seamless implementation process.

For Whom

- Middle-Level Managers
- Operational Managers
- Team Leaders
- HR Heads and Senior HR Professionals
- Employee Relations (ER) Heads
- Business Consultants and Senior Policy Makers
- Factory Managers and Compliance Officers
- Staff Managers

Pedagogy

The session will be led by me, providing practical insights and legal clarity while fostering an interactive environment. Participants will have the opportunity to engage with peers from various industries, encouraging cross-sector learning and collaboration.

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 for 12 & 13th September at IIM Raipur, Atal Nagar, New Raipur.

Registration Fee

The registration fee per participant is as follows:

- Rs. 6,000/- + Rs. 2,500/- per day (plus applicable taxes) on a twin-sharing basis.
- Rs. 6,000/- + Rs. 4,500/- per day (plus applicable taxes) on a single-sharing basis.

The fee includes academic charges, program kits, boarding, and lodging.

Payment Instructions:

Payments can be made online by registering through the website. Upon successful payment, please email the EL&D Office with your UTR number or relevant transaction details, so we can match your payment with your registration.

Last date

The last date for submission of nominations is two weeks prior to the commencement of the program. The last date for withdrawal is one week before the program starts. Withdrawal requests received after this deadline will be subject to deductions in accordance with the Institute's policies.

In the event of subsequent withdrawal or cancellation of nominations, no refund will be provided. However, substitutes may be permitted with prior notice.

About Program Director



Satish is a seasoned professional with a Law degree from Delhi University and certifications in Coaching. With over 40 years of experience, he has held senior leadership positions at prominent organizations, including Aditya Birla Group, TATA, RPG, Pfizer, and ITDC in India. His extensive career has been marked by his profound expertise in Human Resources (HR) and Industrial Relations (IR), particularly in managing large sites and navigating the complexities of Labour Laws and their implementation.

As the President of HR at Aditya Birla Group, Satish has made significant contributions to workforce management. He has represented India at numerous international seminars, working to enhance corporate relationships with their larger workforces.

His leadership extends to influential roles on national committees, including:

- Member of the Prime Minister's Shram Award Committee
- Member of the National Advisory Board for Minimum Wages
- Member of the National Safety Board
- Member of the National Productivity Council

Satish's career exemplifies a commitment to shaping HR policies, driving industry reforms, and fostering productive labor relations.

Indian Institute of Management Raipur

The **Indian Institute of Management (IIM)** brand is synonymous with **innovation, excellence**, and a relentless **zeal for success**, contributing significantly to the field of management education. In response to the growing demand for world-class professionals, the **Government of India** established **IIM Raipur** in 2010. Located in **Raipur**, the capital of **Chhattisgarh**, one of India's fastest-growing states, IIM Raipur benefits from its rich natural resources, including minerals, forests, and other local assets.

IIM Raipur began its **Post-Graduate Program in Management (PGP)** in 2010, followed by the **Fellow Program in Management (FPM)** and the **Executive Fellow Program in Management (EFPM)** in 2013. In 2021, it launched the **Executive Post-Graduate Program (ePGP)** to cater to the evolving needs of mid-career professionals.

The institute has seen remarkable growth, reflected in its **NIRF ranking** of **14th** in 2024, up from **18th** in 2016, showcasing the institution's continuous improvement in quality and impact.

IIM Raipur's campus spans **200 acres** and is equipped with state-of-the-art facilities, including modern lecture rooms, a comprehensive library, a cutting-edge simulation lab, and comfortable lodging in **Atal Nagar, Naya Raipur**. With a vision of becoming a globally recognized business school, IIM Raipur has formed strategic partnerships with renowned business schools in **Europe, South America, Australia, New Zealand**, and the **United States**, facilitating faculty and student exchange programs.

Location

The **IIM Raipur** campus is located just **20 minutes** by car from **Swami Vivekananda Airport**, Raipur.

For any **correspondence** or **administrative inquiries**, please feel free to contact us:

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