

MMA & NIPM MADRAS CHAPTER

PRESENT

THE NEW LABOUR CODES

...ADOPTION TO ACTION

DEC
06
2025

SATURDAY

9.30 AM - 5.45 PM

MMA MANAGEMENT CENTER



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SYNOPSIS

India's labour ecosystem is undergoing a landmark transformation with the transition from 29 Central labour laws to FOUR unified Labour Codes. To help organisations move from understanding to implementation, MMA and NIPM Madras Chapter are hosting a one-day masterclass on **“The New Labour Codes – Adoption to Action.”**

This masterclass provides a comprehensive walkthrough of the Code on Wages, Social Security, Industrial Relations, and Occupational Safety, Health & Working Conditions, with special emphasis on the nuances of each code. Participants will gain understanding on the implications of new codes on its definitions, wage structure and its impact on various social security benefits, Union recognition, dispute resolution, employment terms and provisions for engaging & managing workforce, Contract labours & FTEs, and related Social security provisions. This will also emphasize organisations must adapt their labour strategies and compliance frameworks to navigate these new legal landscapes.

Through expert-led sessions, case studies, and industry perspectives, the program equips HR professionals, business leaders, and compliance managers with the knowledge and tools to realign policies, review compensation structures, compliance management, manage industrial relations proactively and ensure a smooth transition to the new regulatory regime. The masterclass culminates in a practitioner panel sharing real-world experiences, challenges, and requirements for seamless adoption

PROGRAMME

Inaugural Session

8:30 AM	Registration & Tea	
9:20 AM	Dignitaries to take their place on the dias	
9:30 AM	Lighting the Kuthuvilaku	By the dignitaries
9:35 AM	Welcome Address	Mr G Giridhara Gopal Hony Secy, MMA & Director & CEO, Addison & Co. Ltd
9:40 AM	Overview of the Conclave	Mr T A Mathew Gunaseelan Chief Human Resources Officer Amrutanjan Health Care Ltd & Chairman , NIPM Madras Chapter
9:50 AM	Keynote Address From Complexity to Compliance: Implementing New Labour Codes at Scale Angle	Dr F Israel Inbaraj Senior Vice President & Chief Compliance Officer Qness Corp Ltd
	To Focus on:	
	<ul style="list-style-type: none">• Key compliance risks in the Wage, Social Security, IR and OSH Codes.• Governance frameworks, dashboards and audits from a Chief Compliance Officer's perspective at a 600,000-employee services enterprise like Qness.• Building internal capability: training line managers, HR and contractors.	
10.05 AM	Inaugural Address by the Chief Guest	Mr S Seetharaman Vice President MMA & Chairman, Super Auto Forge Pvt Ltd
10:20 AM	Vote of Thanks	Gp Capt R Vijayakumar (Retd), VSM Executive Director, MMA
10.25 AM	End of the Inaugural Session	
10.30 AM	Tea/Coffee & Networking	
11.00 AM	Special Session Code 1 – Industrial Relations Code, 2020	Mr S Ravindran Senior Advocate, Madras High Court
	To Focus on:	
	<ul style="list-style-type: none">• Trade unions, recognition and negotiating mechanisms.• Get insights on standing orders, retrenchment, lay-off, discipline, misconduct and closure procedures.• Role and functioning of Industrial Tribunals & Negotiating Union Stricter strike rules.• Formal hiring, appointment letters and documentation.	
12.15 PM	Special Session Code 2 – Occupational Safety, Health & Working Conditions Code, 2020	Mr R Jayaprakash Senior Advocate, Madras High Court
	To Focus on:	
	<ul style="list-style-type: none">• Registration, licensing & single registration for multiple establishments,• Working hours, leave entitlements, safety standards & annual health check norms.• Responsibilities of employers for workplace safety, welfare facilities & accident prevention.• Contract labour & interstate migrant worker related reforms and compliance expectations	
1:30 PM	Lunch	

PROGRAMME (CONTD...)

- 2.15 PM **Special Session**
Code 3 – Code on Wages, 2019
- Mr Anand Gopalan**
Barrister & Partner, Advit Law Chambers
- To Focus on:
- The unified definition of wages and its impact on CTC structure and post-employment benefits.
 - Understanding the cost impact for both employer and employee and gender parity key provisions and compliance strategies.
 - Key compliance elements including minimum wages, floor wages, equal remuneration provisions, overtime norms, permissible deductions.
- 3.30 PM **Special Session**
Code 4 – Code on Social Security, 2020
- Ms Kavitha Jagadeesan**
Director
Deloitte Touche Tohmatsu India LLP
- To Focus on:
- Coverage under EPF, ESI, Gratuity, Maternity Benefits and gig-worker social security, and how the revised wage definition increases PF and gratuity liabilities.
 - Revised rules for gratuity eligibility, welfare cess & contribution structure, expanded coverage under PF, ESI, Maternity Benefit & contract renewal & liabilities.
 - New expectations on digital compliance, reporting and returns, and the readiness required to manage full-time, contractual, gig and platform workers under the new regime.
- 4.45 PM **Industrial Perspectives – Panel Discussion / Industry Speaks**
- Moderator:*
- Mr Venkatanarayanan R**
HR Advisor & Former CHRO
Rane Group
- Mr Pugalenthil M**
National Head - Human Resources (IA)
Saint-Gobain India
- Mr T N Sivasubramanian**
CFO & Company Secretary
Shibaura Machine India
- Mr A N Meyyappan**
CFO, Tube Investments of India Limited
- Mr Puneet Gupta**
Partner, EY
- To Focus on:
- How leading organisations are preparing for the transition
 - Real experiences with restructuring CTCs under the new wage definition
 - Managing employee concerns on PF, take-home pay & gratuity
 - Policy changes, communication strategies & compliance readiness
 - Common pitfalls—and how to avoid them
- 5:45 PM **Closing Remarks**
- Dr M H Raja**
Immediate Past National President
NIPM India
- 5.50 PM **Tea/Coffee & Networking**

Participation Fee: MMA Members ₹ 2,000 incl GST 18%

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MANAGEMENT
ASSOCIATION

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- Please share the screen shot after making payment with name and mobile number to mma@mmachennai.org or send to Mr R Sundar @ 9840123906
- Nomination will only be confirmed on receipt of participation fee. The Fee paid is nonrefundable. However participation by a substitute will be allowed.

For further details please contact:

- Mr R Sundar [9840123906]
- Ms Vakeeswari [6381557146]

DISTINGUISHED SPEAKERS

(CLICK ON PHOTO TO VIEW THE PROFILE)



Mr S Seetharaman
Vice President MMA &
Chairman, Super Auto
Forge Pvt Ltd



Dr F Israel Inbaraj
Senior Vice President & Chief
Compliance Officer
Qness Corp Ltd



Mr S Ravindran
Senior Advocate
Madras High Court



Mr R Jayaprakash
Senior Advocate
Madras High Court



Mr Anand Gopalan
Barrister & Partner
Advit Law Chambers



Ms Kavitha Jagadeesan
Director,
Deloitte Touche
Tohmatsu India LLP



Mr Puneet Gupta
Partner, EY



Mr Pugalenti M
National Head - Human
Resources (IA)
Saint-Gobain India



Mr T N Sivasubramanian
CFO & Company Secretary
Shibaura Machine India



Mr A N Meyyappan
CFO, TII



Mr Venkatanarayanan R
HR Advisor & Former CHRO
Rane Group



Mr T A Mathew Gunaseelan
Chief Human Resources Officer
Amrutanjan Health Care Ltd &
Chairman, NIPM Madras
Chapter



Dr M H Raja
Immediate Past National
President,
NIPM India



Mr G Giridhara Gopal
Hony Secy, MMA &
Director & CEO, Addison &
Co. Ltd



**Gp Capt R Vijayakumar
(Retd), VSM**
Executive Director
MMA

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MADRAS MANAGEMENT ASSOCIATION



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