



MMA & NIPM MADRAS CHAPTER

PRESENT

THE NEW LABOUR CODES

...ADOPTION TO ACTION

**DEC
06
2025**

SATURDAY

9.30 AM - 5.30 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

	Inaugural Session	
8:30 AM	Registration & Tea	
9:30 AM	Welcome Address	Mr K Mahalingam Past President, MMA & Partner/Director, TSM Group of Companies
9:35 AM	Overview of the Conclave	Mr T A Mathew Gunaseelan Chief Human Resources Officer Amrutanjan Health Care Limited & Chairman , NIPM Madras Chapter
9:45 AM	Keynote Address	Ms Velambighai Durai* Additional Commissioner of Labour Tamil Nadu Labour Department
	To Focus on: - Consolidation of 29 labour laws into four Codes and the shift toward uniformity, digitisation, transparency and ease of compliance, with key implications for employee compensation and employer liabilities. - The revised wage definition mandating basic pay at a minimum of 50% of total remuneration and its impact on PF, gratuity, ESIC and other statutory benefits, including changes to take-home pay. - Current implementation status, expected timelines, transitional challenges, and the critical priorities for business leaders, HR and line managers over the next 12–18 months.	
10.00 AM	Inagural Address	Mr S Seetharaman Vice President MMA & Chairman, Super Auto Forge Pvt Ltd
		Mr Bhartruhari Mahtab* MP, Lok Sabha, Former Chairperson, Standing Committee on Labour & Chairperson, Standing Committee on Finance
10:25 AM	Vote of Thanks	Gp Capt R Vijayakumar (Retd), VSM Executive Director, MMA
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: - 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: - 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

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
Partner, Deloitte

- 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 & labilities.
 - 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

Mr Ram Charan Sesharaman
CFO, CAMS

Ms Roopa Sampath Kumar
CFO, TVS Credit Services

Speaker from 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

5:30 PM

Closing Remarks - End of the Conclave

5.35 PM

Tea/Coffee & Networking

Participation Fee

Professionals
₹ 2,000 incl GST

Students
₹ 1,500 incl GST



Credit Card/Debit Card / DD/Cheque drawn in favour of 'Madras Management Association' payable at Chennai.

- 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 Bhartruhari Mahtab*

MP, Lok Sabha, Former
Chairperson, Standing Committee
on Labour & Chairperson, Standing
Committee on Finance



Mr S Seetharaman

Vice President MMA &
Chairman, Super Auto
Forge Pvt 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

Partner, Deloitte



Mr Ram Charan

Sesharaman

CFO, CAMS



Ms Roopa Sampath

Kumar

CFO, TVS Credit Services



Mr T A Mathew Gunaseelan

Chief Human Resources Officer
Amrutanjan Health Care
Limited & Chairman, NIPM
Madras Chapter



Mr K Mahalingam

Past President, MMA &
Partner/Director,
TSM Group of Companies



**Gp Capt R Vijayakumar
(Retd), VSM**

Executive Director
MMA

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MADRAS MANAGEMENT ASSOCIATION



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