

LABOUR LAW REFORMS: UNDERSTANDING THE NEW LABOUR CODES & CENTRAL RULES

DATE: FRIDAY, 18TH SEPTEMBER, 2026

VENUE:

SCOPE CONVENTION CENTRE,
SCOPE COMPLEX, 7, LODHI ROAD,
NEW DELHI

Deloitte.

KNOWLEDGE PARTNER



ABOUT THE PROGRAMME

The Labour Codes became effective on 21st November 2025. Provisions that are not dependent on the notification of Rules—particularly the revised definition of “Wages”—have been applicable from that date. The Ministry of Labour & Employment further clarified the implementation through FAQs issued in December 2025 and March 2026.

The Central Government notified the final Labour Code Rules on 8 May 2026. These Rules apply to establishments where the Central Government is the “appropriate government,” including Railways, Mines, Oilfields, Major Ports, Air Transport, Telecommunications, Banking, Insurance, Central Public Sector Undertakings (CPSUs), and contractors engaged by such establishments. Three rules provide greater clarity on compliances and processes, as organizations move towards implementation.

The new legal framework significantly impacts employment practices, payroll, statutory benefits, contract labour, working hours, employee welfare, and compliance obligations. Organizations must review their policies, systems, and internal processes to ensure readiness and compliance.

This programme is designed to provide HR professionals, business leaders, legal practitioners, finance teams, compliance officers, and operational managers with practical guidance on understanding the Labour Codes and implementing the necessary organizational changes.

WHY THIS PROGRAMME IS IMPORTANT

The implementation of the Labour Codes requires organizations to reassess employment practices and statutory compliance. Participants will gain practical insights into:

- Understanding the revised definition of “Wages” and its financial implications.
- Reviewing workforce classification, including employees, workers, contract labour, consultants, fixed-term employees, and other engagement models.
- Aligning HR policies relating to gratuity, provident fund, maternity benefits, overtime, leave, appointment letters, wage payments,

retrenchment, medical examinations, and employee welfare.

- Reviewing compliance timelines and identifying changes in statutory obligations.
- Mapping existing compliance processes and implementing effective internal controls.
- Understanding contract labour provisions, including core and non-core activities.
- Preparing organizations for smooth implementation of the Labour Codes.

LEARNING OBJECTIVES

Participants will gain a comprehensive understanding of:

- Overview of the Four Labour Codes
- Final Central Labour Rules – Applicability and Coverage
- Revised Definition of Wages
- Financial Impact on Gratuity, PF, Bonus and Other Benefits
- Working Hours, Overtime and Weekly Rest
- Contract Labour and Outsourcing
- Employee Classification and Workforce Management
- Grievance Redressal Committees
- Standing Orders
- Worker Re-skilling Fund
- Employee Welfare Measures
- Compliance Registers, Returns and Documentation
- Practical Compliance Roadmap for Organizations



WHO SHOULD ATTEND?

- HR Professionals
- Chief Human Resource Officers
- Industrial Relations Professionals
- Compliance Officers
- Legal Professionals
- Finance & Payroll Teams
- Factory Managers
- Administrative Officers
- Consultants and Advisors



KEY TAKEAWAYS

Participants will be able to:

- Assess the impact of the Labour Codes on their organization.
- Evaluate financial implications arising from the revised wage definition.
- Identify compliance gaps and associated legal risks.
- Review HR, payroll, finance and legal processes.
- Develop an implementation strategy for Labour Code compliance.
- Strengthen internal compliance systems and governance.



PROGRAMME FORMAT

- Expert Presentation
- Detailed Legal Analysis
- Practical Case Studies
- Interactive Question & Answer Session
- Compliance Checklist
- Implementation Framework
- Resource Material

BENEFITS OF ATTENDING

- Comprehensive understanding of the Labour Codes and Central Rules
- Practical guidance for implementation
- Expert interpretation of legal provisions
- Actionable compliance strategies
- Opportunity to interact with subject matter experts
- Ready-to-use compliance checklist



RESOURCE PERSONS

- Senior officials from the Ministry of Labour and Employment.
- Experts from Deloitte Touche Tohmatsu India LLP.
- Eminent faculty drawn from Academia, Professional institutions, Government, Public Sector professionals.

CERTIFICATION

Certificate of participation would be awarded by SCOPE to the participants.

PROGRAM FACILITATOR

Mr. S. A. Khan, Lead Associate (CA), SCOPE,
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PROGRAM COORDINATOR

Ms. Hema Koul, Program Coordinator (Corp. Affairs), SCOPE Mobile: +91 - 9560799550,
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Nominations may please be forwarded latest by 17th September 2026 at ca@scopeonline.in.

FINANCIALS

₹6,500/- plus 18% GST per participant (Fee includes programme kit, reference material, refreshments, and participation certificate.)

MODE OF PAYMENT

Payment to be made by Cheque/DO favouring
“Standing Conference of Public Enterprises”
*and payable at Delhi/New Delhi or through ECS mode to Bank of Baroda, SCOPE Complex Branch, Lodhi Road, New Delhi- 110 003. (Saving Bank Account- No.72870100000794/MICR Code -11 00 12239/ IFSC/RTGS code-BARB0DBSCOP (5th digit is Zero). **PAN NO.** AAPFS7390N **GSTIN** 07 AAPFS7390N 1 Z7.*

Join us to understand the latest Labour Code developments and equip your organization with the knowledge and tools needed for effective compliance.

Be Prepared. Be Compliant. Be Future Ready.

Our History of Representing PSEs

10th APRIL 1973

SCOPE
Came into Existence

08th November 1976

Formally given recognition
as an apex body of Central
Public Sector Enterprises

10th APRIL 2023

SCOPE
completed eventful
journey of 50 years

Public Sector Enterprises are backbone of the country, driving both the economic and social advancement of the nation, while epitomizing a profound commitment to national service. Over the years, they have continuously adapted and evolved, and SCOPE as their apex body unites and empowers these enterprises. By fostering collaboration and creating an environment ripe for growth, through its transformational initiatives, SCOPE ensures that PSEs remain at the forefront of shaping a future defined by sustainable progress and national prosperity.



Dr. K. P. Mahadevaswamy
Chairman, SCOPE



Atul Sobti
Director General, SCOPE

Our Objective

As an Apex Organization promoting excellence in Public Sector Enterprises and enabling them to be globally competitive.

Our Vision

To enable its member enterprises to be globally competitive in a market driven environment.



Our Mission

To facilitate the endeavours of its members in improving their overall performance and to promote their legitimate aspirations by strengthening their effective and sustained engagement with stakeholders.

STANDING CONFERENCE OF PUBLIC ENTERPRISES

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