



MDP

New Labour Codes: Compliance, HR Alignment & Organisational Preparedness

29th - 30th May 2026

About BSSS IAS

The BSSS Institute of Advanced Studies (BSSS IAS), an AICTE-approved institution, is engaged in education, research, training, and consultancy activities in the areas of management, sustainable development, rural development, social sciences, etc. It strives to provide a comprehensive platform for growth and empower individuals to thrive in their respective fields. It is one of the best Professional Management Institutions engaged in multidisciplinary activities and has collaborated with Assumption University, Thailand, and Synergy University, Russia, for joint research, training, and management education. The Institute envisions emerging as a top Professional Management Institution in Central India by playing a pivotal role in professional management education in the coming years and adorning a path with an undivided focus on quality education and excellence, thereby placing itself as an institution of national and international importance. Its excellent infrastructure provides an environment conducive to academic activities, professional deliberations, and social interactions.

Its Executive Training Programmes, including Management Development Programmes (MDPs), focus on enhancing managerial, leadership, and analytical skills for executives and government professionals. BSSS IAS aims to play a pivotal role in shaping management education and training in Central India.

Rationale of the Programme

Reforms in labour laws are a continuous process aimed at modernising and rationalising the legislative framework in line with India's evolving economic and industrial environment. To address long-standing challenges of complexity, multiplicity, and outdated provisions, the Government of India has consolidated 29 existing labour laws into four comprehensive Labour Codes.

This codification seeks to enhance ease of doing business, promote employment generation, and ensure safety, health, social security, and wage protection for workers across sectors.

The key drivers behind these reforms include:

- **Simplification of compliance:** Multiple overlapping labour laws created significant compliance burdens for organisations.
- **Streamlining enforcement:** The presence of multiple authorities under different labour laws led to administrative complexity and enforcement challenges.
- **Modernisation of labour legislation:** Many labour laws were framed in the pre-Independence era and required alignment with present-day economic realities, technological advancements, and emerging forms of employment.

Programme Objectives:

By the end of this two-day Management Development Programme, participants will be able to:

1. Develop a clear understanding of the Four Labour Codes and their implications for wages, industrial relations, social security, and workplace safety.

2. Interpret statutory compliance requirements effectively, ensuring adherence to legal provisions and minimising organisational risk.
3. Align HR policies, payroll structures, and operational practices with the new labour law framework.
4. Design practical implementation strategies for a smooth transition from existing labour laws to the new Labour Codes.
5. Enhance organisational preparedness to promote employee welfare, industrial harmony, and a compliant, future-ready workforce.

Brief Need for the Programme:

- To simplify and clarify labour law compliance arising from the consolidation of 29 labour laws into four Labour Codes.
- To provide organisations with practical guidance on HR policy alignment, payroll structuring, and statutory compliance.

- To address workforce inclusivity by covering permanent, contractual, gig, platform, and informal sector employees.
- To equip industry leaders, HR professionals, and administrators with tools, frameworks, and strategies that reduce compliance risk and support India's vision of a fair, empowered, and self-reliant workforce.

Who Should Participate

- HR Managers, HR Executives, and Compliance Officers seeking practical clarity on the new Labour Codes.
- Factory Managers, Operations Heads, and Administrative Officers responsible for on-ground implementation of labour law compliance.
- Business Owners, MSME Leaders, and Start-up Founders aiming to align organisational policies, payroll systems, and workforce management practices with the new legal framework.

Duration - 2 days

Programme Components

The programme will comprehensively cover the following Labour Codes:

- Code on Wages, 2019
- Industrial Relations Code, 2020
- Code on Social Security, 2020
- Occupational Safety, Health and Working Conditions Code, 2020

Each component will focus on statutory provisions, compliance requirements, HR implications, and organisational preparedness.



Programme Coordinator(s):



Dr. Pooja Sharma

+91 9988884207



Mr. Jackson Fernandez

+91 9713937855

For further details, please contact:

Chairperson - MDP
 BSSS Institute of Advanced Studies
 E-6, Arera Colony, Danapani Road,
 Bhopal, Madhya Pradesh, India.
www.bsssias.ac.in
edp@bsssias.ac.in
 Phone No1: +91 (0755) 2921781 (Extn: 221)

Registration Fees

- Online - 2000/-
- Offline (Non- Residential)- 4,000/-
- Offline (Residential - Double) - 7,000/-
- Offline (Residential - Single)- 8,000/-

Registration fee includes the study material, practice handouts, working lunch, & tea.

Certificate will be issued to the participants who have attended the complete Programme.



Danapani Road
 E-6, Arera Colony, Bhopal, M.P.



+91 (0755) 2921781
 +91 (0) 7225840122



admission@bsssias.ac.in
admissionoffice@bsssias.ac.in



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www.bsssias.ac.in