



**asci**  
Leadership through Learning

## ADMINISTRATIVE STAFF COLLEGE OF INDIA

Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India  
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email: [poffice@asci.org.in](mailto:poffice@asci.org.in), URL: <http://www.asci.org.in>

**Dr. Harsh Sharma**  
Programme Director

September 21, 2024

Programme on

## **NEW LABOUR CODES: CONTEXT, PROVISIONS AND IMPLICATIONS**

**(January 20-22, 2025)**

Dear Sir/Madam,

Labour governance in India is undergoing a seismic shift as new labour codes come into being. Industry, business leaders, and HR managers have to gear themselves to understand and take advantage of these laws for business growth and adapt to the new reality.

Industry leaders who move fast will have a first-mover advantage. The codes clarify many of the old laws' ambiguities and simplify compliance both in the interest of workers and business. **However, many precedences and case law will become redundant because of these new provisions**, and a comprehensive understanding of the provisions and rules is required by all the stakeholders.

In this context, ASCI has launched a three-day residential programme to provide a knowledge platform to understand the new codes and, more importantly, their implications for industry leaders and HR managers. The programme will be delivered interactively and would focus on customized learning as per the participant's requirement. We will involve participants in activities beyond sharing knowledge about the various sections in the laws and help absorb these new laws' importance for their work context.

**We also plan to develop an online follow-up platform to continue the discussion beyond the training and share experiences as they learn from their efforts to implement the laws.**

I invite you to nominate participants from your organization to this unique program. You may reach me at [harsh.sharma@asci.org.in](mailto:harsh.sharma@asci.org.in) (+91 888 6509295) for any clarifications.

Looking forward to hearing from you.

Yours Sincerely,

**Harsh Sharma**

Encl: Brochure and Nomination Form

Programme on

# **New Labour Codes: Context, Provisions and Implications**

(January 20-22, 2025)



**Administrative Staff College of India**  
(accredited as उत्कृष्ट by Capacity Building Commission, GoI)

## PROGRAMME OVERVIEW

Four new labour codes have been legislated by the parliament that will comprehensively change the labour governance landscape in India.

New Labour codes primarily have the following objectives:

- Give flexibility to industry to hire and fire to provide more jobs
- To ensure better social security to organised and unorganised sector workers including GIG economy (Uber /OLA/Swiggy etc.)
- To reduce the burden of compliance on smaller organisations

Following are some of the highlights of the provisions relevant for business organisations:

1. Fixed-term employment in all the categories of work is legal henceforth. Service conditions like wages etc. have to be on par with the similar work done by the regular employees if any.
2. Any establishment having less than 300 workers need not have any Standing Orders (Service conditions) certified by the Government. An establishment can make its service conditions for all categories of workers including regular and fixed term.
3. Any establishment having less than 300 workers can retrench regular workers without prior permission of the Government.
4. The industrial establishment is obliged to negotiate with the union having representation of at least 51% of workers.
5. Minimum 14 days is required for going on strike. Mass casual leave will be considered a strike. In general, striking work is going to become difficult.

### The implication for Industry

- Industry can employ workers as per the needs for any duration as fixed-term employees.
- Regular employees can also be employed or retrenched as per the requirements without Government

permission after following certain norms as per the code.

- Framing of service conditions for the regular employees is the prerogative of the establishment in certain conditions.
- EPF, ESI, Gratuity, Maternity Benefit, Accident compensation etc. need to be strictly implemented for all the employees as per the law and insurance need to be taken wherever applicable.
- If workers are employed through the contractor, the contract should have a clear mention of social security obligations.

ASCI is launching a comprehensive residential programme to demystify these codes and discuss in detail the practical implications for industry.

## IMPACT

- To understand the context and provisions of the new labour code
- To assist participant in identifying implications of these for their work environment
- To prepare an action plan to adapt to the new labour codes

## PARTICIPANT PROFILE

Managers and stakeholders working in the area of industrial relations, HR Management, General Administration, Establishment departments and other related department.

### *Organisational sponsorship is essential*

## VENUE

The programme is fully residential and the participants will be accommodated in air conditioned single occupancy rooms. The college does not provide accommodation for the family. The college is Wi-Fi enabled in a comprehensive way.

## DURATION

The programme duration is 3 days starting from **January 20-22, 2025**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

## PROGRAMME FEE

**Residential Fee: Rs. 43,700/-** (US \$683 for foreigners) plus GST as applicable presently 18% per participant. The fee covers tuition, board and lodging, courseware (in electronic form) and other facilities of the College including internet usage.

**Non-Residential Fee: Rs. 37,700/-** plus GST as applicable presently 18% per participant. The fee covers tuition, course ware (in electronic form) working lunch and other facilities of the College including internet usage.

**A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account before January 17, 2025.**

**Note:** Kindly forward us the details of Bank/Wire transfer of fee payment indicating the **Programme Code (Prg/24 - 25/1/ 139)** to **poffice@asci.org.in** for confirmation.

Bank details are given below:

### For Indian Participants:

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
IFSC Code	SBIN0020063
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

### For Foreign Participants:

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
Swift Code	SBININBB327
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082
Country	India

## MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominees' medical coverage in the event of hospitalization.

## LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **January 03, 2025**. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

## LAST DATE FOR WITHDRAWAL

**January 10, 2025**. Any withdrawals after this date will entail forfeiture of fee paid, if any.

## ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI alumni association.

## CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on conclusion of the programme.

Programme Director

**Prof. Harsh Sharma**

e-mail: [harsh.sharma@asci.org.in](mailto:harsh.sharma@asci.org.in)

Administrative Staff College of India (ASCI) is taking all the precautionary measures and following all the norms (in light of COVID 19) to provide a safe environment for the participants who are visiting our Campus to attend the Training Programmes.



## ABOUT ASCI

ASCI is the first management development institution set up in the country at the instance of the Government of India and industry in 1956 to impart state-of-the-art management education for practicing managers, a legacy that we proudly take forward with a strong alumni of over 1,69,000. We are proud of our alumni which includes the leaders of Indian industry and senior Civil Servants in the government, public sector undertakings to be a part of this unique organisation. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2024-25.

Also, ASCI conducts customized programmes for Government of India, State Governments, Public Sector, Private Sector and various international organisations. Our experienced faculty bring to the table a wealth of academic credentials, rich industry exposure and act as a catalyst in the classroom discussions, case study analyses and tutorials. Our faculty also conduct international programmes which provide an exposure to the global best practices. In addition to this, faculty at ASCI also carry out large number of management research activities (typically about 100 each year) which helps them provide the much needed value addition in the training programmes. In addition, we conduct non-residential programmes at our New Delhi Centre as well as off-campus programmes at the venue of the client's choice.



### **Administrative Staff College of India**

Bella Vista, Raj Bhavan Road, Khairatabad,  
Hyderabad - 500 082, India.

**Telefax (Programmes Office) : 0091-40-23324365**  
Mobile: 9246203535, Phone : 0091-40-66534247  
Fax : 0091-40-66534356

### **College Park Campus**

Road No. 3, Banjara Hills,  
Hyderabad - 500 034.  
Tel: 040-66720700 / 01 /02 /05  
Fax : 040-66720725

### **Delhi Campus**

C-24, Institutional Area  
South of IIT, Behind Qutub Hotel  
New Delhi-110 016.  
Tel: 011-26962204, 26961750, 26961850



**ADMINISTRATIVE STAFF COLLEGE OF INDIA**  
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, (India)

**Nomination Form**

**Programme on**

**NEW LABOUR CODES: CONTEXT, PROVISIONS AND IMPLICATIONS**

**(January 20-22, 2025)**

**Nominee's Contact Information :**

Name (Mr/Ms) :	_____	Date of Birth :	_____
Designation :	_____	Qualification :	_____
Organisation :	_____		
Address :	_____		
Phone(s) :	(Off) : _____	(Mobile) :	_____ Home : _____
e-mail :	_____	Fax :	_____

**Sponsor's Details**

Name of the Sponsoring Authority _____	Designation _____
Organisation :	_____
GSTIN No. :	_____
Address :	_____
	_____ Pincode : _____
Phone(s) :	(Off) : _____ (Mobile) : _____
e-mail :	_____ Fax : _____

**Fee Particulars**

Amount Payable :	Mode of Payment (DD/Chq/NEFT) :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT :

**Medical Insurance**

Name of the Insurance Agency	Policy Number	Validity upto
<b>Note : Coverage should be available in Hyderabad, India</b>		

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Sreenivasa Reddy, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in