



MANIPAL UNIVERSITY
JAIPUR



5-Day Employee Development Program

on

New Labour Codes

Titled

**“Understanding and Implementing India’s New Labour Codes:
Insights into Nuances and Technicalities of the Codes”,**



13th July 2026 - 17th July 2025

Organised By

Faculty of Law, Manipal University Jaipur

and

Maharashtra National Law University Mumbai

In collaborations with

**Manipal University Jaipur-Teacher
Empowerment Centre (MUJ-TEC), MUJ**



Via Virtual Mode on



About the Manipal University Jaipur

Manipal University Jaipur (MUJ) was established in 2011 as a self-financed State University in Rajasthan, India. It is one of the first state Private University in Rajasthan to receive NAAC A+ Grade with a score of 3.28. MUJ multi-disciplinary university offers career-oriented courses at all levels, i.e., UG, PG and doctoral and across diverse streams. MUJ boasts of best-in-class infrastructure, including state-of-the-art research facilities and a modern, digital library. In line with Manipal University's legacy of providing quality education to its students, the campus uses the latest in technology to impart education.

For more details, please visit:
<https://jaipur.manipal.edu/>

About the MNLU Mumbai

Maharashtra National Law University Mumbai established in 2014, is one of the premier NLUs in India. It aims to impart advanced legal education and promote society oriented research in legal studies for the advancement of societal life. With the dynamic vision and leadership of Hon'ble Vice-Chancellor, Prof. (Dr.) Dilip Ukey, the University is determined to disseminate advance legal knowledge and the skills of advocacy, legal services, law reforms and make them aware and capable to utilize these instruments for social transformation and development.

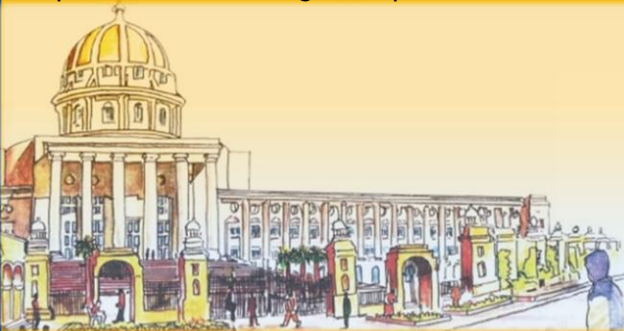
About the EDP

The program, titled “Understanding and Implementing India’s New Labour Codes: Insights into Nuances and Technicalities of the Codes”, aims to provide participants with a comprehensive understanding of the recently introduced labour reforms in India. It will focus on the practical implementation, legal intricacies, and emerging challenges associated with the new labour codes, equipping professionals, academicians, and practitioners with the necessary knowledge and skills for effective compliance and application.

Background and Rationale: India has consolidated its labour laws into four comprehensive codes:

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

These reforms significantly impact employer-employee relationships, compliance requirements, workplace safety, wages, and dispute resolution. Employees, especially HR professionals, compliance officers, and managerial staff, must be equipped with updated knowledge and practical skills to ensure smooth implementation and legal compliance.



For Further Contact

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5-Day EDP Schedule

Day 1: Introduction to Labour Law Reforms

- Evolution of labour laws in India
- Need for consolidation into labour codes
- Overview of all four labour codes
- Key definitions and concepts
- Impact on employees and employers

Day 2: Code on Wages, 2019

- Concept of “wages” under the new code
- Minimum wages and floor wages
- Payment of wages and bonus provisions
- Gender equality in wagesDay

Day 3: Industrial Relations Code, 2020

- Trade unions and recognition
- Standing orders
- Lay-off, retrenchment, and closure
- Dispute resolution mechanisms

Day 4: OSH Code, 2020

- Workplace safety and health standards
- Employer responsibilities
- Employee rights and duties
- Working conditions and welfare provisions

Day 5: Social Security Code, 2020

- Coverage of employees and gig workers
- Provident fund, ESI, gratuity, maternity benefits
- Social security schemes and compliance

Registration Details

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- Registration Fee for the faculty members: **Rs. 1000/-**
- Registration Fee for the for Students and Research Scholars: **Rs. 750/-**
- Registration Fee for the Non-citizens of India and Industry personnel: **Rs. 2000/-**



Register online on or before **11th July 2026**

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Note the following:

- There is no registration fee for MUJ & MNLU participants.
- Registration is mandatory for the participants (Inside and outside MUJ Participants).
- E-certificate will be issued to the participants who will actively attend the sessions and after submitting the feedback form at the end of the program

About the Department of Law, MUJ

Manipal University Jaipur forayed into the field of legal education by introducing Five-year Integrated BALLB (Hons.), BBALLB (Hons.), Bachelor of Law (LLB), Master of Law (LLM), and Ph.D. programs. As an institution of excellence, and a leading university in Rajasthan, Manipal University Jaipur is dedicated to providing students with a world-class education in the field of law. All the programs at MUJ are designed as a highly flexible Learner Centric Choice Based Credit System (CBCS) aligned with UGC and NEP guidelines and in compliance with BCI regulations. The university provides multiple specialization options at the honors level. It provides an environment that offers high-quality education through outcome-based learning methods. The qualified and experienced faculty members adopt teaching-learning methods that ensure its graduates are self-directed lifetime learners. The course offered by the School of Law has been carefully crafted and designed to ensure that its graduates are qualified as industry-ready professionals.



Our Distinguished Resource Persons



Prof. (Dr.) S C Srivastava
Professor Emeritus



Sr. Prof. (Dr.) V. Sudesh
Principal,
Bangalore University



Prof. (Dr.) R.K Murli
Professor, BHU



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VSLLS, VIPS, Delhi



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Adv. Manik Singh Ahluwalia
Advocate on Record,
Supreme Court of India

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