



**BOMBAY
CHARTERED
ACCOUNTANTS'
SOCIETY**

New Labour Codes: Legal Framework, Financial Impact & Practical Implementation

Dear Members,

The implementation of the Four New Labour Codes with effective from 21st November 2025 marks a major step in consolidating 29 existing laws and modernising India's labour law framework. As the transition to this new regime, it is important for organisations and professionals to understand both the legal foundations and the practical implications arising from these changes.

The New Labour Codes comprise the following four enactments:

1. The Code on Wages, 2019
2. The Industrial Relations Code, 2020
3. The Code on Social Security, 2020
4. The Occupational Safety, Health and Working Conditions Code, 2020

To help members navigate these developments, we are pleased to announce a webinar that will provide an overview of the legal and conceptual framework of the Codes, their financial impact on organisations, compliance requirements, and key implementation challenges.

The session is structured in two focused segments, led by expert speakers with extensive experience in labour law and organisational advisory.

Topic	New Labour Codes: Legal Framework, Financial Impact & Practical Implementation
Speakers	• Legal & Conceptual Aspects - Adv. Sundeep Puri • Financial, Compliance & Implementation Aspects - CA Alok Agarwal and CA Bhavin Rajput
Day & Date	Friday, 5 th December 2025 Add event to Outlook Calendar
Time	2.30 PM to 5.30 PM
Venue	Virtual Mode - Zoom Platform
Fees	BCAS Members: Rs.300 + 18% GST = Rs. 354/- Non-Members: Rs.400 + 18% GST = Rs.472/-
Registration Link	CLICK HERE
Who can attend?	• Employers and Business Owners • CA, CS, and Advisory Professionals • HR and People Management Teams • Finance, Payroll, and Administration Teams • Compliance and Legal Professionals • Officers responsible for employee welfare, contracts, and workforce management

We look forward to your active participation.



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