

**CHARTERED**   
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

# CERTIFIED INDIA HR EMPLOYMENT LAWS AND LABOUR CODES

**Fully Accredited  
By:**

Chartered Institute of  
Professional Certifications

CPD  
Certification Service



# PROGRAM OVERVIEW

India's labour market is undergoing a profound transformation with the phased **implementation of new labour codes in 2025, introducing standardized wages, expanded social security coverage, and strengthened workplace safety regulations**. These reforms aim to streamline and modernize the country's fragmented labour laws, replacing decades-old legislation with a more cohesive framework. While the new codes promise greater transparency and ease of doing business, they also present fresh compliance challenges for employers. **HR leaders must be proactive in updating policies, training teams, and realigning practices to ensure full alignment with the evolving legal landscape and avoid costly penalties.**

This certified program is meticulously designed to equip you with a profound understanding of India's complex labour laws and regulations, emphasizing the latest legislative developments and compliance obligations. You will gain detailed insights into essential aspects of **employment and training, wages, working conditions, labour welfare, and employee relations, including the proposed Labour Codes - Code on Wages, Industrial Relations Code, Code on Social Security, and Code on Occupational Safety**. By thoroughly examining the technical intricacies and sector-specific requirements, this program will empower you to master the complexities of India's evolving labour regulatory landscape.

## ACCREDITATIONS



4.8



4.6





# PROGRAM OVERVIEW

In addition to navigating regulatory requirements, you will delve into key technical compliance procedures, including **drafting legally sound employment contracts, managing contract labour, and ensuring compliance with critical laws such as the POSH Act and Contract Labour Act.** Furthermore, you will explore effective strategies for **dispute resolution, grievance handling, and maintaining industrial peace**, which are crucial for enhancing employee productivity and organizational growth. Throughout the program, you will possess not only the competence to fulfill regulatory expectations but also the capability to cultivate an enduring culture of compliance, aligned with India's increasingly rigorous labour laws and regulations.

Upon successful completion of the program, you will attain the **Certification in India HR Employment Laws and Labour Codes**, enhancing your professional credentials and demonstrating your expertise in anticipating forthcoming legal changes, implementing effective compliance systems, and **positioning you as an effective HR change agent in navigating India's transforming labour landscape.** Globally demanded and recognized, the certification holds lifelong validity and will distinguish you as a strategic HR leader equipped with the legal acumen and practical skills necessary to guide organizations through complex labour challenges while contributing meaningfully to organizational growth in India's dynamic business environment. We look forward to welcoming you to this program.

## ACCREDITATIONS



4.8



4.6





# KEY SKILLS YOU WILL GAIN

## From This Program



**LABOUR LAW COMPLIANCE  
EMPLOYMENT CONTRACT MANAGEMENT  
WAGE AND BENEFIT  
ADMINISTRATION**

**WORKPLACE SAFETY AND HEALTH MANAGEMENT  
EMPLOYEE RELATIONS  
ALTERNATIVE DISPUTE RESOLUTION (ADR)  
CONTRACT LABOUR MANAGEMENT**

**HR RISK MANAGEMENT  
LABOUR CODE IMPLEMENTATION  
GRIEVANCE REDRESSAL  
CODE ON SOCIAL SECURITY**

**WORKPLACE HARASSMENT PREVENTION (POSH)  
CORPORATE SOCIAL RESPONSIBILITY (CSR)  
EQUAL PAY COMPLIANCE  
COLLECTIVE BARGAINING  
STRIKE & LOCKOUT**

**INTERNAL INVESTIGATIONS EVIDENCE  
COLLECTION & DOCUMENTATION**



# YOUR FACULTY DIRECTOR



## Praful S. Vayeda

### Distinguished HR Advisor, Mentor & Trainer

Praful S. Vayeda is a **distinguished HR advisor, mentor, and trainer with over four decades of leadership in human resource management, employee relations, and corporate social responsibility (CSR)**. With an exceptional career spanning industry-leading organizations and academic institutions, Mr. Vayeda has consistently driven strategic HR transformations, championed workforce development, and ensured regulatory compliance across complex business environments.

He **previously served as the Head of Employee Relations and CSR at Larsen & Toubro's Hazira Manufacturing Complex, overseeing a workforce of over 15,000 employees and contract workers across eleven independent companies**. At GNFC (Gujarat Narmada Valley Fertilizers & Chemicals), he held the position of **General Manager – HR & Administration, where he led HR, industrial relations, organizational development, and CSR initiatives for more than 5,000 employees and contract workers**. His leadership experience also includes senior HR roles at Sun Pharma, Glaxo India, and Bharat Bijlee.

Praful is currently a visiting faculty at Navrachana University, where he teaches MBA and Executive MBA courses across four core HR subjects. A recognized leader in the HR and quality movement, he has served as the Past President of the Bharuch District Management Association, Past Chairman of the Quality Circle Forum of India (QCFI) – Surat Chapter, and Past Vice Chairman of QCFI – Ankleshwar Chapter.

# OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before







# PROGRAM AGENDA

## MODULE 1 - OVERVIEW ON INDIAN LABOUR LAWS FRAMEWORK/CLASSIFICATION

- Legislations on employment & training, wages, working conditions
- Legislations on labour welfare and social security and employee relations/industrial relations
- Some important state legislations and proposed important changes in the new labour codes

## MODULE 2 - EMPLOYMENT CONTRACTS & COMPLIANCE

- Statutory obligations and government directives on employment process and handling of local employment issues
- Types of employment and statutory obligations
- Drafting legally sound contracts for different categories of employees

## MODULE 3 - CODE ON WAGES

- Overview of wage regulations - The minimum wages, the payment of wages, authorized deductions from wages and payment of overtime wages
- Equal pay compliance and anti-discrimination in wage practices

- Statutory provisions on the payment of bonus/productivity incentive scheme

## MODULE 4 - CODE ON SOCIAL SECURITY & EMPLOYEE BENEFITS

- Important statutory provisions on PF, ESI and Workman's Compensation Acts
- Payment of gratuity
- Payment of maternity benefits

## MODULE 5 - OCCUPATIONAL HEALTH, WORKPLACE SAFETY, WELFARE & WORKING HOURS

- Occupational health, safety and welfare code compliance to ensure proper working conditions; including working hours & holidays
- Restrictions on employment of women and young persons
- Statutory returns, accident notifications, inspections, violations & penalties

## MODULE 6 - DEPLOYMENT AND MANAGEMENT OF THE CONTRACT LABOUR & OUTSOURCING SOME OF THE JOBS

- Important provisions of The Contract Labour Act for deployment of contract labour on certain jobs





# PROGRAM AGENDA

- Compliance with various other labour legislations applicable to the contract labour
- Protection of employer's interest against possible abolition of the contract labour system and absorption/deployment of permanent workforce

## **MODULE 7 - WORKPLACE HARASSMENT & DISCRIMINATION**

- Prevention & compliance with POSH Act
- Equal opportunity & anti-discrimination laws
- Grievance handling & redressal mechanism

## **MODULE 8 - EMPLOYEE/INDUSTRIAL RELATIONS & TRADE UNIONS PART I**

- Grievance handling and dispute resolution mechanism, sound collective bargaining process for wage and bonus agreements. Legality and justifiability of the strike & lockout
- Notice of change in service conditions

## **MODULE 9 - EMPLOYEE/INDUSTRIAL RELATIONS & TRADE UNIONS PART II**

- Lay off, retrenchment & redundancy and closure

- Termination - Legal grounds for termination, notice period & compensation obligations, handling wrongful dismissals
- Unfair labour practices

## **MODULE 10 - EMPLOYEE RELATIONS & DISPUTE MANAGEMENT**

- Grievance redressal & disciplinary actions - Internal vs. legal recourse
- Alternative Dispute Resolution (ADR), workplace investigations & legal proceedings
- Conducting fair internal investigations, evidence collection & documentation. Labour court & tribunal representation

## **MODULE 11 - FUTURE OF INDIAN HR LAWS**

- Understanding of the anticipated labour law changes
- HR strategies for legal risk management
- Role of HR as an effective change agent

## **MODULE 12 - OPEN HOUSE SESSION ON QUESTIONS – ANSWERS AND DISCUSSION**

# YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully attending this program, you will be awarded with the **Certification in India HR Employment Laws and Labour Codes** that can be used in your resume, CV and other professional credentials. This certification is industry-recognized with lifelong validity.

Globally demanded and recognized, this certification will amplify your professional qualifications and demonstrate your expertise and demonstrate your expertise in navigating India's latest labour laws, ensuring compliance, and fostering productive employee relations, thereby positioning you as a strategic HR leader capable of driving organizational excellence and growth. Developed by **Chartered Institute of Professional Certifications**, the content of this program has been independently accredited by **CPD Certification Service** as adhering to the highest standards of continuing professional principles.



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# OUR FACULTY DIRECTORS

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# CONTACT US TODAY

We Thank You for Your Ongoing Support  
of Our Programs

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