

College of Insurance  
Insurance Institute of India, Mumbai  
Virtual Training Session on Labour Laws for Corporates  
(CVT-LLC) (Date: 30<sup>th</sup> April, 2024)

### Program Concept and Objectives:





Human resource is very important for any organisation. Every organization employing certain number of employees has to comply with labour laws like the payment of Gratuity Act, Provident Fund Act, ESI Scheme 1948, etc., and which involve financial commitments. In addition to this the employer will have to maintain certain mandatory registers, file periodical returns with relevant authorities, etc. Any default in complying with the rules and regulations of various Labour Laws may lead to complications and may have impact on the business.

**The New Labour Code:** In what is termed the biggest labour laws reforms in Independent India, the Government of India has consolidated and codified all 29 labour laws into 4 codes with some progressive amendment in 2021 and the relevant rules are also notified. These laws promote favourable environmental conditions in the Industrial system. It is important to be aware about the labour laws if any organisation were to manage its Human Resource effectively and run business successfully. Labour laws work for both - employers and employees ensuring a successful working relationship. Keeping this in view, the College of Insurance has designed a three hour virtual training program to appraise the participants about various basic provisions of the Codes, what has changed and what new things are introduced.

COI has created '*Virtual Training (CVT) Rooms*' to conduct training program in a cost-effective manner for participants to equip themselves academically at their respective locations.

### Key Takeaways from the Program:

The participants of the program will gain the knowledge and insight into the requirements of following Codes

-  The code on Wages (Payment of wages Act, Minimum Wages Act, Payment of Bonus Act etc)
-  The Industrial Relations Code
-  The code on Social security (ESI and Provident Fund , Gratuity, Unorganised workers Social security Act etc)
-  The occupational safety, health and working conditions Code

The subject will be dealt with by Practicing Labour Law Consultants, with specific focus to Insurance sector.

### Participant Profile:

The executives working in HR, Pension and Group Schemes departments and other related functions of Insurance Companies, Brokers.



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**Program Coordinator:**

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**Program Duration & Timing:**

1 day & from 10.00 a.m. to 01.00 p.m.

**Course Fees:** Rs.1770/- (Rs.1500/- + 9% CGST + 9% SGST)

**How to enroll:**

[Click here](#) for Registration and for any help/queries please mail to [college\\_insurance@iii.org.in](mailto:college_insurance@iii.org.in)

**Certificate of Participation:** Online Certificate in PDF format will be issued to all the participants.

**Program Team:**

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