

Insurance Institute of India, COI, Mumbai
**Virtual Training Session on
New Labour Codes and Rules (CVT) - 1 June, 2026**

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 very business itself.



The New Labour Code: In what is termed the biggest labour laws reform 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 in Dec.2025. 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.

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
- The Occupational safety, health and working conditions Code
- The Industrial Relations Code
- Code on Social Security

The program also proposes to discuss the Impact on Wage definition, Computation of social security contribution & Other payments, work force classification, contract labour/workforce arrangements, HR Policies/Processes, Key changes in the Statutory Compliances.

The subject will be dealt with by experienced Practitioners, with focus on Insurance sector.

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

Program Date: 1 June 2026 **Program Duration:** 1 day (CVT) **Program Time (IST):** 10.30 am to 01.30 pm

Program Coordinator: Mr. V Jayanth Kumar, Faculty, Email: vjayanth@iii.org.in, Contact No: 022-69654285

Program Fees: Rs. 1770/- (₹ 1500/- plus 18% GST)

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

PROGRAM TEAM:

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