

**WEBINAR ON
NEW LABOUR CODES**



11. 10. 2022

**ORGANISED BY
LOYOLA HR ALUMNI FORUM**

**PG & RESEARCH DEPARTMENT OF SOCIAL WORK
LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600034**

INVITATION



DEPARTMENT OF SOCIAL WORK
LOYOLA COLLEGE (AUTONOMOUS), CHENNAI- 600034



LOYOLA HR ALUMNI FORUM, CHENNAI

Jointly organize the webinar on

NEW LABOUR CODES

Date: 11th October 2021

Time: 6.30 – 7.30 PM (IST)

Virtual Meeting Platform: Google Meet
(meet.google.com/gxr-amjo-vvr)

Chief Guest

Mr. Joseph Amalraj

Head - HR
Ramsays Corporation Private Limited
Chennai



You are cordially Invited !!!

Faculty Coordinator: Dr.J.M.Arul Kamaraj

LHR Alumni Coordinator: Mr.Bertam Godwinpaul

Student organisers: Mr.Antony Jackson, Ms.Shirly Rajasekar, Mr.Alfred, Ms.Bhavatharini Ms.Nancy Jenifer, Mr.Harish

Introduction:

The virtual webinar on “**New Labour Codes**” was organized by the Loyola HR Alumni Forum, spearheaded by Dr. J. M. Arul Kamaraj, Assistant Professor on 11th October, 2021 from 06:30 pm to 07:45 pm.

The Resource Person of the webinar was **Mr. Joseph Amalraj**, Head HR, Ramsays Corporation Private Limited, Chennai.

Participants:

The PG Social Work Students Specializing in Human Resource Management of both Shift 1 & Shift 2 and members of LHR Forum including Professors and HR professionals were the participants for the session.

Order of Events:

Prayer Song: Ms. Shirley

Welcoming Address: Mr. Alfred and Ms. Bhavatharini

Resource Person Sharing: Mr. Joseph Amalraj

Question and Answer Session: Mr. Harish

Vote of Thanks: Ms. Nancy Jennifer

Proceedings of the Day:

The Resource Person shared the following insights on New Labour Codes:

New Labour Codes, Employee (VS) Worker Categorization, Definition of Wages and Contract Labour***New Labour Codes***

The proposal of the Central Government to implement new Labour Codes and the contents of the draft central rules under the codes being issued for public comments in Oct 2020.

Employee (VS) Worker Categorization:

The major difference include: **Employee** - covers all irrespective of role/ level/nature of duties/salary, **Worker** - only non-managerial/ non-supervisory staff.

Definition of Wages and Inclusion of Wages

“According to section 2(vi) of the Act, wages mean all remunerations expressed in terms of money or are capable of being so expressed.” Some Inclusion of Wages are, any amount which is payable under any award or settlement between the parties or an order of the court.

Contract Labour

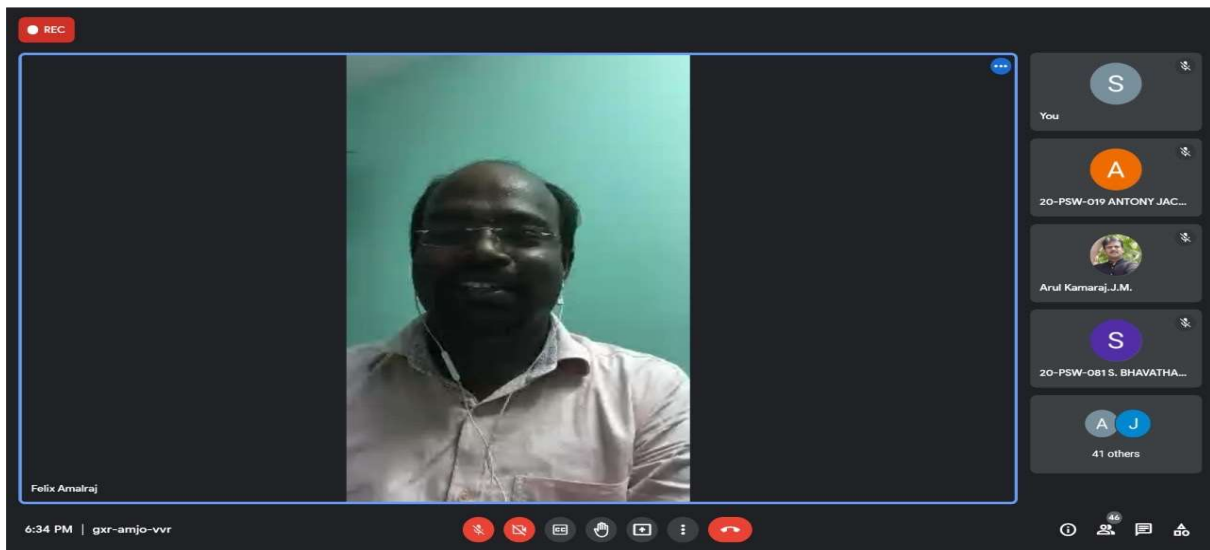
The spurt in growth of contract labour in almost all sectors, including industries, agriculture, allied operations and also in the service sector. The disadvantages of though being millions in number, yet having less or no bargaining power, no social security and are involved and exposed to hazardous occupations often endangering their lives and safety. Denial of minimum wages, lack of insecurity of employment were few other concerns.

Conclusion:

In the End, there was an interactive session with the resource person, students engaged themselves in asking their doubts and clarified it followed by Vote of Thanks. Later, the students shared positive feedback to the department stating that was an informative session on labour code laws as the resource person shared his points with real time examples.

SNAPSHOTS

SHARING BY THE RESOURCE PERSON



PARTICIPANTS OF THE WEBINAR

