



INDIAN STAFFING FEDERATION

Interactive Webinar

Decoding New Labour Codes (Central Government & State Government)

Code on Wages 2019 & Social Security Code 2020

22nd March 2022 | 02:00 - 05:00 pm



Madhu Damodaran
Group Head Legal,
Qess Corp Ltd;
Corporate Member ISF



K Varadan
Chief Consultation Officer,
Aparajitha Corporate Services Pvt Ltd;
Member, ISF



Balakrishnan S
Head - HRSSC and GoF,
Randstad India Pvt Ltd;
Corporate Member, ISF

GOLD PARTNERS



Occupational Safety, Health and Working Conditions Code 2020 & Industrial Relations Code 2020

23rd March 2022 | 02:00 - 05:00 pm



Roshan Ramapuram
Head of Legal & Compliance,
The Adecco Group;
Corporate Member ISF



Suhas Basakhetre
Managing Director,
Prompt Personnel Pvt Ltd;
Corporate Member, ISF



Dipak Rao
Senior Partner,
Singhanian & Partners LLP;
Professional Member, ISF

ASSOCIATE PARTNERS



Indian Staffing Federation has been working very closely with the industry in the human resources & industrial relation areas throughout India. With the aim to broadly discussed the four New Labour Codes, ISF organized 5th webinar of webinar series on **Decoding New Labour Codes** where **Code on Wages 2019 & Social Security Code 2020**" on 22nd March, 2022; from 1400 hrs to 1700 hrs & **Code on Occupational Safety, Health and Working Conditions 2020 & Code on Industrial Relations 2020** on 23rd March, 2022; from 1400 hrs to 1700 hrs.

The much-awaited implementation of Labour Codes may soon be a reality.

The Government of India is keen to roll out the four Labour Codes regulating (i) Code on Wages 2019 (ii) Social Security Code 2020 (iii) Code on Occupational Safety, Health and Working Conditions 2020 and (iv) Code on Industrial Relations 2020. The supporting Central and state rules meant to operationalize the Labour Codes are also in process.

The prime focus of the Government of India is 'ease of doing business and to reduce the complexity and multiplicity of employment legislation in India could benefit both employers and employees across industries. This will facilitate job creation while also protecting workers and easing labour administration, ultimately contributing to the overall economic growth of the country.

The Webinar witnessed 480+ registrations on both the days with 280+ participants on 22nd March & 180+ participants on 23rd March from multiple organizations and were extremely satisfied with the topics covered. The participants were from all the departments of the organizations who were the CEOs, Directors, Business Heads, CFOs, Finance Heads, Staffing Heads – the Key Decision Makers from the Industry.

22nd March, 2022



Madhu Damodaran- Group Head Legal, Ques Corp Limited; Corporate Member, ISF

Madhu is Lawyer and Company Secretary by profession, with more than 20 years experience focused around Labour Law consultancy and HR outsourcing operations; a combination of domain expertise and ability to manage complicated operational requirements that large organizations in multiple locations demand in ensuring Labour Law compliance. He had successfully established Compliance practice and large scale HR operations for not just India but also for the APAC region ...[Read More](#)



Varadan K- Chief Consultation Officer, Aparajitha Corporate Services Pvt Limited; Member, ISF

Varadan who is a CXO at Aparajitha Corporate Services Private Limited as Chief Consultation Officer, began his career with TVS & Sons Ltd in 1988 after obtaining a graduate degree in Mathematics and Law along with a PG degree in 'Personal Management' and 'Counselling'. He is part of Aparajitha's Leadership team since 2005 and played a key role in stabilizing the flagship activity of 'Compliance Management Services' [Read More](#)



Balakrishnan S - Head - HRSSC and GoF, Randstad India Pvt Ltd; Corporate Member, ISF

Balakrishnan is an experienced Chartered Accountant with a demonstrated history of working in the staffing and Audit industry. He is well skilled in Data Analysis, Accounting, Strategy, and People Management. He has strong professional with a Chartered Accountant focused in business growth from The Institute of Chartered Accountants of India.....
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23rd March, 2022



Roshan Rampuram (RT) - Head of Legal & Compliance, The Adecco Group; Corporate Member, ISF

Roshan, with over 17+years of Legal, Compliance & Secretarial experience with Adecco, Wipro, Societe Generale, PwC, Pangea3-Thomson Reuters and SDD Global Solutions, and as an independent law practitioner, Roshan have had exposure to global legal, regulatory & risk landscape, handling global statutory & ethics compliance, contracts, disputes & litigation..... [Read More](#)



Suhas Baskhetre - Managing Director, Prompt Personnel Private Limited; Corporate Member, ISF

Suhas Basakhetre brings an experience of over 30 years in the field of Human Resource Management and Industrial Relations. He holds a master's degree in Labour Law and Human Resource Management. He has successfully represented several organizations before the Labour Commissioner, Regional PF Commissioner, and Regional ESI Director.... [Read More](#)



Dipak Rao- Senior Partner, Singhanian & Partners LLP; Professional Member, ISF

Dipak Rao is one of the founding members of the firm and has over forty years of rich experience as an in-house legal counsel and then as a practicing lawyer. His range of expertise includes Corporate & Commercial law with specific expertise in Project Finance and Intellectual Property laws. He has provided his expertise to various corporate clients in India & abroad..... [Read More](#)

Important Questions Discussed During Webinar

- How did covid-19 has impacted the women in the workforce?
- Unit can hire and fire without seeking government permission (up to 300 Nos.), don't you think this will increase hiring and firing ? what do you have to say about it?
- Has the new normal given women higher flexibility leading to higher efficiency?
- Is it mandatory to have 50% of CTC as Basic Pay? Can organisations still have PF contribution at RS. 1800/- per month?
- What could be the impact of '50% cap' mentioned in the new definition for 'wages' in the codes?
- At present minimum wages are notified at different basis like nature of work (designation) / skill set etc., can we expect some standardisation in code on wages?
- Are there any changes in the minimum bonus limit?
- Whether annual payments also to be included while determining the total remuneration?
- What could be the impact of the removal of salary ceiling of Rs 24000/- under payment of wages?
- Whether payment to the contractor be made, say, after 30 days ?

PARTNERS



Genius Consultants Limited an ISO(IEC 27001:2013) certified 29 years company; one of the largest HR services firms started its business operation in the eastern region under the leadership of Mr.R.P.Yadav (Chairman & Managing Director) converting talent for organizations with the unique blend of technology and services. Over the past two decades, Genius Consultants have become a pioneer and one of the leaders in the areas of Temporary Staffing Solutions, Executive Search, IT Recruitment & Staffing, High Circle Recruitments and Payroll Processing in India.

It has achieved over 2.5 Lakh Placements at Client Payroll from the position of Manager to CEO level. It has more than 50,057 Outsourced Associates satisfying more than 1500 clients of National and Multinational reputes. Genius Consultants Limited has also become a leader in providing innovative, professional and personalized services to candidates & clients through customized HR SOLUTIONS to the corporate world. Genius operates with 15 offices pan India basis with a strong team of 392 employees on its Payroll.

In addition to this, they have launched five of its featured products, namely Payroll Processing Services, Background Checks & Verification Services, Statutory Compliance Management, Facility Management Services and Payroll/HRMS Software. Genius has managed marquee clients by providing the technical platform for processing the employee's Leave, Attendance, Income Tax, Salary, Statutory, Disbursement, Appraisal , Training etc. along with an integration of biometric and GEO tracking attendance through the mobile devices.

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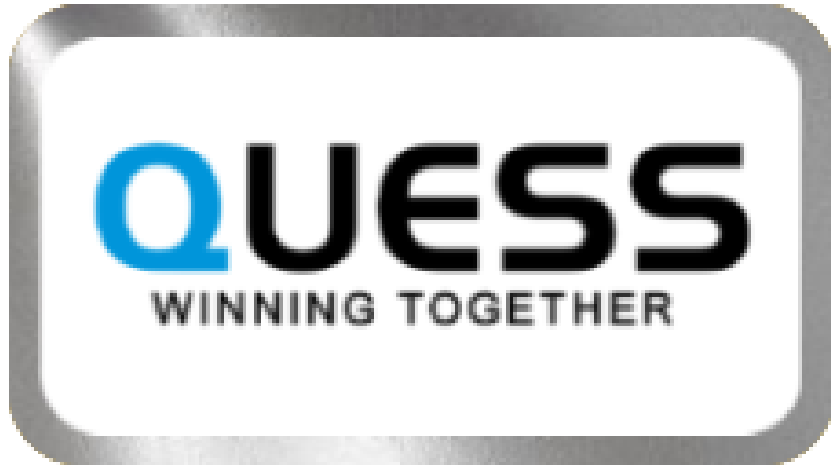


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Their service offerings span across a comprehensive list of sectors, including Telecom, handsets, alcove, tobacco, FMCG, Consumer durables, Consumer electronics, automobile, lubricants, IT peripherals, BFSI, entertainment, footwear, among others.

We currently have a team of 15000+ people comprising of In-Shop Promoters/Field Force, Merchandisers, Trainers, etc., across 1000+ towns in India, which are supervised and supported from our offices in 15+ cities across the length and breadth of the country.

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Quess Corp Limited was established in 2007 and headquartered in Bengaluru, it is one of India's largest private-sector employers and integrated business service providers. The company has a presence in over 64 locations across India, Southeast Asia, and North America, with a strength of 422,000+ employees.

They provide a host of technology-enabled staffing and managed outsourcing services across processes such as sales & marketing, customer care, after-sales service, back-office operations, manufacturing operations, facilities and security management, HR & F&A operations, IT & mobility services, etc.

Our business strategy is aligned with our goal of creating a more productive workforce. It includes training and skill development initiatives for better employability, helping job seekers find job opportunities easily, digitising workflows, and providing social security benefits to a wider employable population.

Quess has been certified 'Great Place to Work' thrice in a row in recognition of its culture that supports diversity, equal opportunity, and collaboration.

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Singhania & Partners LLP (Ed. 1999) is one of the prominent full-service law firms in India with offices in New Delhi, Bengaluru, and Hyderabad. It is recommended by Legal500, RSG Consulting, India Business Law Journal, Chambers & Partners, and Asialaw Profiles across practice areas. The firm has a well-respected Corporate-M&A, Intellectual Property, and Employment practice. With a growing start-up ecosystem in India, the firm is advising more than 50 start-ups and renowned incubation centres.

Over the years, it has established itself as “Experts in Construction Disputes Advisory”. It has a successful track record of representing construction companies, consultants, contractors to regulators in domestic and international arbitration and tribunals. We have expertise in energy transactions and project finance. In the past year, we have acted as Lenders' Legal Counsel on energy projects worth more than US\$6153.84 million.

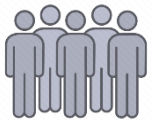
The firm’s clients include large and medium Indian and foreign businesses, multinational corporations, and Fortune 500 companies. The firm advises ministries, government authorities, and public sector undertakings. Some of the companies we represent are reputed names in Infrastructure Development, Defence, Aviation, Publishing, Solar Energy, Banking & Financial Services, Food Processing and Packaging, Education, Healthcare, Real Estate, Hospitality, Fintech, E-commerce, and Information Technology.

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ABOUT INDIAN STAFFING FEDERATION

Indian Staffing Federation is the apex body representing contract staffing companies, formed to provide a platform for recognized employment, work choice, social security and health benefits for the temporary workforce. Over 110+ members of the federation have generated employment for over 9 million employees over the last 10 years and currently employ over 1 million flexi staff annually.

Indian Staffing Federation has been formed with one common goal - Staffing India's Growth. The purpose of ISF is to enhance long-term growth of the staffing industry and to ensure its continued ability to make positive contributions to the economy and society. The principal focus of the Federation's activities is to strengthen triangular employment relationships, in which the staffing company is the employer of the temporary worker, who works under the supervision of the user company.



100+
Members



60,000+
Companies



Employed 9MN over
10 Yrs



Currently Employing
1.1 MN



Market Size
71,400 Cr*

Indian Staffing Federation

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