

District Capacity Building and Awareness Programme on Labour Codes Held at Okhla Industrial Estate, New Delhi as part of Shram Samvad Initiative

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The Ministry of Labour & Employment, in collaboration with FICCI and Shardul Amarchand Mangaldas & Co., organised a "Shram Samvad" - District-Level Capacity Building and Awareness Programme on Labour Codes at Okhla Industrial Estate, New Delhi. The programme aimed to build awareness among employers and industry stakeholders on the Labour Codes, which came into force on 21st November 2025, and the Central Rules notified on 8 May 2026, while highlighting the key provisions and compliance requirements under the new framework. The programme brought together more than 100 participants from diverse sectors, including employers, industry representatives, HR professionals, legal experts, finance specialists, and other key stakeholders in the labour and employment ecosystem.



The programme featured a series of technical sessions designed to provide participants with practical insights into the Labour Codes, employer obligations, and key social security initiatives of the Government of India.

The inaugural session was addressed by Dr P K Jena, Director, Ministry of Labour and Employment, along with Ms Pallavi Shroff, Executive Committee Member and Managing Partner, Shardul Amarchand Mangaldas & Co. Ms Pooja Ramchandani, Partner, Shardul Amarchand Mangaldas & Co moderated the session.



The first technical session was delivered by Dr P.K. Jena who presented a comprehensive overview of the Labour Codes, their objectives, and the major reforms introduced through the new legislative framework. The session helped participants understand the broader vision and significance of labour law reforms for both employers and workers.

The second session was conducted by Mohd. Nadeem, Labour Enforcement Officer, PMU, Ministry of Labour & Employment, focusing on the key compliance requirements for employers under the Labour Codes. The session provided practical guidance on statutory obligations and compliance responsibilities, enabling participants to better understand the operational aspects of the new framework.



The third session focused on the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY) and was led by Shri Manish Kumar Singh, Regional Provident Fund Commissioner-I, Employees' Provident Fund Organisation (EPFO). Participants were briefed on the scheme's objectives, eligibility conditions, and benefits aimed at promoting employment generation.

The fourth session covered the Pradhan Mantri Shram Yogi Maandhan (PM-SYM) Scheme and was conducted by Shri Sandeep Chourasia, Welfare Administrator, DGLW, Ministry of Labour & Employment. The session highlighted the scheme's key features and its role in extending pension and social security benefits to workers in the unorganised sector.

The programme concluded with an interactive Question and Answer session, during which participants engaged directly with the speakers and sought clarifications on various aspects of the Labour Codes, employer compliances, and social security schemes.



The event served as an important platform for capacity building, stakeholder engagement, and awareness generation, fostering a deeper understanding of the Labour Codes and supporting their effective implementation through informed participation by employers and industry stakeholders.

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