



(An ISO 9001:2015 Organization)

Programme Schedule

“Training Programme on Comprehensive Overview of the New Labour Codes with Special Emphasis on the Liabilities of Indian Railways as Principal Employer”

Date: - 15th - 17th September, 2026

Venue:- Conference hall, Headquarters Office, Baroda House, New Delhi.

Date 15th September, 2026 (Tuesday)

Tentative Training Schedule

Time	Topic	Key-Faculty
09:00AM-10:00 AM	Registration & Briefing, Inauguration Session, Lighting of Lamp & Introduction	Dr Srinivas Hanumankar, IRPS
10:00 AM-11:15AM	Introduction & Overview of New Labour Codes & Rules • Background and objectives of Labour Law reforms • Overview of the Four Labour Codes • Key provisions and major changes from existing Labour Laws • Applicability to Government Departments, PSUs and Indian Railways • Overview of Labour Rules and compliance framework • Employer, Employee, Contractor and Principal Employer – roles and responsibilities • Inspector-cum-Facilitator and enforcement mechanism	
11:30AM-01:00PM	Contract Labour under the New Labour Codes – Responsibilities of Principal Employer • Definition and scope of Contract Labour • Contractor and Principal Employer – legal relationship • Engagement of Contract Labour in Indian Railways • Licensing and registration requirements • Core and non-core activities • Contractor's statutory responsibilities • Welfare, health, safety and working-condition requirements • Responsibilities of Indian Railways as Principal Employer • Monitoring contractor compliance • Registers, records, inspections and documentation • Practical Contract Labour Compliance Checklist	Sh. Rajeev Sharma
02:00PM-03:15 PM	Code on Wages, 2019 & Rules – Minimum Wages and Payment of Wages • Overview and objectives of Code on Wages • Definition and components of “Wages” • Minimum wages and floor wage • Fixation and revision of minimum wages • Payment of wages and wage periods • Permissible deductions from wages • Overtime wages and working hours • Equal wages and non-discrimination • Responsibilities of employers and contractors • Wage records, registers and returns • Practical wage calculation exercises	Sh. Raj Rishi

30:30PM-05:00PM	Code on Wages – Bonus, Compliance & Liability of Principal Employer • Payment of Bonus – eligibility and calculation • Minimum and maximum bonus • Wage compliance for Contract Labour • Contractor's liability for payment of wages • Liability of Indian Railways as Principal Employer in case of wage default • Recovery of wages paid by Principal Employer from contractor • Claims, disputes and recovery mechanisms • Penalties and consequences of non-compliance • Audit, inspection and verification of wage records • Case Study: Minimum wage violation by contractor • Case Study: Non-payment/short-payment of wages • Interactive Q&A and Practical Discussion	Dr Srinivas Hanumankar, IRPS
Date 16th September, 2026 (Wednesday)		
09.30 AM-10:00AM	Overview of Previous Day	Dr Srinivas Hanumankar, IRPS
10:00 AM-11:15AM	Industrial Relations Code, 2020 – Framework, Trade Unions & Standing Orders • Introduction and objectives of the Industrial Relations Code, 2020 • Key changes from existing Industrial Relations Laws • Applicability to Indian Railways and Railway establishments • Trade Unions – registration, recognition and rights • Negotiating Union and Negotiating Council • Standing Orders and their applicability • Classification of workers and service conditions • Employer–employee relations and workplace discipline • Grievance Redressal Mechanism • Role and responsibilities of management and employees • Practical issues and case-based discussion	
11:30AM-01:00PM	Industrial Disputes, Strikes, Retrenchment & Dispute Resolution under the Code • Industrial disputes – meaning, scope and causes • Conciliation and dispute-resolution mechanisms • Role of Conciliation Officers and Industrial Tribunals • Strikes and lock-outs – legal provisions and restrictions • Lay-off, retrenchment and closure • Conditions and procedures for retrenchment • Compensation and re-skilling provisions • Special provisions applicable to larger establishments • Unfair labour practices and penalties • Disciplinary proceedings and industrial disputes • Responsibilities of Indian Railways in preventing and resolving disputes • Case Studies + Interactive Q&A	

02:00PM-03:15 PM	OSH Code, 2020 & Rules – Occupational Safety, Health and Working Conditions • Introduction and objectives of the OSH Code, 2020 • Applicability to Indian Railways and Railway establishments • Registration of establishments and licensing of contractors • Duties and responsibilities of employers • Health, safety and welfare provisions for workers • Working hours, rest intervals and leave provisions • Employment of contract labour and inter-State migrant workers • Safety standards at Railway workshops, construction sites and other establishments • Occupational health examinations and medical facilities • Safety committees and workplace safety measures • Maintenance of registers, records and statutory returns	Dr Srinivas Hanumankar, IRPS
03:30PM-05:00PM	OSH Compliance, Contract Labour & Principal Employer Liabilities – Practical Application • Responsibilities of Indian Railways as Principal Employer • Safety and welfare obligations towards contract labour • Contractor compliance and monitoring mechanism • Accident reporting, investigation and preventive measures • Emergency preparedness and workplace safety management • Occupational diseases and employee health protection • Inspection and compliance under the OSH Code & Rules • Offences, penalties and liabilities for non-compliance • Safety documentation and compliance audit checklist • Practical Case Study: Accident involving contract labour • Practical Case Study: Contractor's failure to provide safety measures • Group Discussion, Q&A and Practical Compliance Exercise	
Date 17th September, 2026 (Thursday)		
09.30 AM-10:00AM	Overview of Previous Day	Dr. N. K. Gautam
10:00 AM-11:15AM	Concept, Scope & Legal Framework of Principal Employer • Meaning, scope and role of the Principal Employer • Principal Employer vs. Contractor vs. Contract Labour • Statutory framework governing Principal Employer • Key responsibilities under applicable Labour Codes • Registration, licensing and statutory documentation • Employer–contractor relationship and allocation of responsibilities • Emerging legal and regulatory requirements	
11:30AM-01:00PM	Statutory Responsibilities, Compliance & Liabilities • Wage payment and minimum wage compliance • EPF, ESI and other social-security obligations • Working conditions, welfare facilities and occupational safety • Maintenance of registers, records and statutory returns • Monitoring and verification of contractor compliance • Joint and/or contingent liabilities arising from contractor default • Penalties, prosecution, financial exposure and reputational risks • Principal Employer’s responsibility in cases of non-compliance	

02:00PM-03:15 PM	Contract Management, Risk Assessment & Dispute Settlement Methodology • Drafting effective agreements with contractors • Incorporating labour-law compliance clauses in contracts • Contractor due diligence and risk assessment • Compliance monitoring, audits and inspection preparedness • Handling complaints and grievances of contract workers • Dispute resolution and settlement methodology • Conciliation, negotiation, mediation and adjudication mechanisms • Documentation and evidence required for settlement/dispute proceedings • Case studies on Principal Employer liability	Dr. N. K. Gautam
03:30PM-05:00PM	Practical Assignment, Case Studies & Compliance Action Plan • Practical case studies on contractor default and Principal Employer liability • Identification of statutory and contractual gaps • Group assignment: “Assess the liabilities of a Principal Employer in a contract-labour arrangement” • Preparation of a Principal Employer Compliance Checklist • Developing a contractor monitoring and review mechanism • Practical exercise on handling labour complaints/disputes • Lessons from recent judicial decisions • Participant presentations, discussion and expert feedback • Preparation of an institutional Action Plan for effective compliance and risk mitigation	

Tea Break: 11.15 AM to 11.30 PM & 03.15 PM to 03.30 PM
Lunch Break: -01.00 PM to 2.00 PM