

WORKSHOP ON EFFECTIVE MANAGEMENT OF CONTRACT LABOUR:DYNAMICS AND CHALLENGES WITHIN LEGAL FRAMEWORK

INTRODUCTION

The rigidity of traditional labour laws has led employers to adopt the contract labour system, which has become indispensable in today's competitive industrial environment. To sustain this system, employers must stay vigilant, strategic, and updated on the latest legal developments. This workshop aims to address these challenges and equip participants with practical knowledge to ensure compliance and effective management.

DATE AND TIME

21st December 2024 - 9:30 AM to 5:30 PM

VENUE

Sayaji Hotel, Vijay Nagar, Indore

SPEAKERS

Adv. Girish Patwardhan,

Ex-President, High Court Bar Association and Renowned
Leading Senior lawyer of India in Labour Laws, [click for more](#)

UPCOMING JUDICIAL TRENDS AND LANDMARK CASE LAWS RELATED TO CONTRACT LABOUR EMPLOYMENT

Dr. Ranjana Sehgal

Former Professor in Social Work and Principal of Kasturba Gram Rural Institute. Renowned academic leader, mentor and researcher in HR, and Social Work. [click for more](#)

WOMEN WORKERS AS CONTRACT LABOUR AND THEIR WORKING CONDITIONS

Mr. P. K. Jadia

Labour Law Consultant and Executive Secretary, Federation of Industries Associations, Silvassa, [click for more](#)

IMPACT OF UPCOMING LABOUR CODE ON CONTRACT LABOUR

Mr. Anil Malik Free-lance Consultant in Strategic HR and Labour law related matters, [click for more](#)

LAWFUL FRAMEWORK FOR CONTRACT LABOUR EMPLOYMENT & RISKS AND CHALLENGE

Key Takeaways: Contract Labour Employment and Management

1. **Understanding Contract Labour:** Define who qualifies as contract labour and distinguish between a "contract of employment" and a "contract for employment."
2. **Legal Deployment:** Assess the legality of employing contract labour in regular or core operations, including handling machinery, and the associated risks and precautions.
3. **Contractors' Selection:** Explore why employers prefer contract labour and its role in managing costs and flexibility in operations.
4. **Judicial Trends:** Gain insights into evolving judicial interpretations and trends that impact contract labour management.
5. **Wage Determination:** Understand wage frameworks, including the principle of "same and similar wages," and compliance with wage regulations.
6. **Social Security and Benefits:** Learn about the applicability of social security laws, gratuity, and maternity benefits for contract labourers.
7. **Industrial Relations:** Address the role of contract workers in unionization, raising disputes, and industrial relations issues under applicable labour laws.
8. **Principal Employer's Responsibilities:** Clarify circumstances where contract labour may be deemed employees of the Principal Employer and related obligations.
9. **New Labour Codes Impact:** Analyze the implications of the new labour codes on contract labour deployment and management strategies.

10. **Best Practices for Compliance:** Identify essential qualities of contractors, criteria for selection, and the key documents required before engaging contract workers.

FEES

₹2000 per participant + GST

REGISTRATION

Register your interest by [clicking here](#)

ORGANISERS :-

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