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AHMEDABAD MANAGEMENT ASSOCIATION®

Madanmohan Ramanlal-AMA Centre for Human Resource Development

MASTERCLASS ON
PF, GRATUITY, ESIC, COMPLIANCE, SAFETY
UNDER NEW LABOUR CODE

CONTENTS

Introduction to Labour Codes
- Overview of Wage Code
- Social Security Code
- Industrial Relations Code
- OSH Code
- Key reforms and harmonization of definitions.

Provident Fund (PF)
- Coverage expansion under new wage definition.
- Contribution structure, New Updates
- Compliance impact: allowances included in "wages" → higher PF liability.

Gratuity
- Eligibility
- Benefits
- Calculation
- Policies' updates

ESIC
- Coverage: Wage ceiling
- Benefits: medical, sickness, maternity, dependents.
- Employer duties: registration, timely deposits, awareness programs.

HR Compliance
- Unified wage definition: Basic + DA + Retaining Allowance.
- Payroll alignment: Re-calculation of PF, Gratuity, ESIC.
- Documentation: appointment letters, HR policies framework, registers
- Audit readiness: inspection preparedness.

Workplace Safety (OSH Code)
- Employer duties: safe workplace, welfare facilities, working hours compliance.
- Employee rights: hazard protection, medical facilities, grievance redressal.
- Safety audits & training

FOR WHOM

HR Managers, Finance Leaders, Compliance Officers, Functional Heads, CS & CA, Legal Professionals, Training & Development Professionals, Management Faculty and Post-Graduate Students

FACULTY

Mr. Shailendra Kumar Singh (Sr. GM-F & T) with management educational trainer with 27 years of corporate experience on compliances (like PF, Gratuity, PT, TDS etc), Accounts, Finance & Wealth management and various insurances.

Programme Date:
August 22, 2026

Duration:
Full Day

Time:
10.00 AM to 5.00 PM

Format:
ON CAMPUS

Programme Fee:
INR 1,000/- (Incl. GST)
Concession for Members 10%;
Patron 20%; (Lunch included)

Last Date to Register:
August 21, 2026

Register

For bulk nominations and enquiries, please reach us at:

Mr. Dishank Panchal
Sr. Manager – Programs & Development
Mobile: 63525 56857
Email: dishank@amaindia.org

For enquiries and nominations, please reach us at:
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