Celebrating 70 AMAzing Years

AHMEDABAD MANAGEMENT ASSOCIATION®

Madanmohan Ramanlal-AMA Centre for Human Resource Development

WORKPLACE HARASSMENT & SAFETY: HR COMPLIANCE AWARENESS

CONTENTS

Module 1: The New Landscape

- From 29 to 4: A snapshot of how the New Labour Codes redefine "Workplace."
- The OSH Code Perspective: Moving beyond physical safety to psychological safety and dignity.
- New Definitions: Who is an "employee" vs. "worker" now? (Including Gig and Platform workers).
- Employer Duties: Mandatory appointment letters and the "Duty of Care" clause.

Module 2: Harassment Prevention & POSH Integration

- Beyond Gender: Understanding workplace harassment in the context of "Code of Conduct" under the Industrial Relations Code.
- Internal Committee (IC) 2.0: Strengthening the IC to handle complaints in a remote/hybrid 2026 work environment.
- Gender Neutrality: Discussion on evolving global standards vs. Indian statutory requirements.

Module 3: Safety & Women's Employment

- The 7 PM to 6 AM Shift: Strict compliance requirements for women working night shifts (Consent, Transportation, and Lighting).
- Health & Welfare: Mandatory annual health check-ups and the role of the Safety Committee.
- Contractual Safety: Principal Employer liability for harassment/safety of contract laborers.

Module 4: Compliance & Redressal

- The Inspector-cum-Facilitator: How audits will change from punitive to advisory.
- Digital Records: Maintaining electronic registers and filing single annual returns.
- Penalties: The high cost of non-compliance under the New Codes (Compounding of offenses).
- Q&A and Wrap-up.

FOR WHOM

All levels of staff (Executives, Officers and Managers) from corporates, NGOs, MSMEs; as well as entrepreneurs, industry freshers, working professionals and graduates.

PROGRAMME 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:
November 28, 2026

Duration:
3 Hours

Time:
10.00 AM to 1.00 PM

Format:
ON CAMPUS

Programme Fee:
INR 500 (Incl. GST)
(Lunch included)

Last Date to Register:
November 27, 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

ISO 9001:2015 CERTIFIED

For enquiries and nominations, please reach us at:
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