



THE SOCIETY OF AUDITORS (Regd)

Shop No.33, TNHB Shopping Complex, 4/180, Luz Church Road, Mylapore, CHENNAI – 600004, Ph: 24986979



A Seminar on

Implementation of Labour Codes : Enhancing Compliance & Ease of Business

Speakers



Mr. K Varadan

Chief Consultation Officer,
Aparajitha Corporate Services Limited



Mr. Jayaprakash

Senior Advocate
Labour & Industrial Law

When and Where



**23rd December 2025,
Tuesday
at 9:00 AM**



**E-Hotel
Express Avenue Mall**

In a historic decision, the Government of India has announced the implementation of the four Labour Codes - **the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 with effect from 21st November 2025**, rationalising 29 existing labour laws. By modernising labour regulations, enhancing workers' welfare and aligning the labour ecosystem with the evolving world of work, this landmark move lays the foundation for a future-ready workforce and stronger, resilient industries driving labour reforms for Aatmanirbhar Bharat.

The Government has announced, through Press Information Bureau released on 21st November 2025, the implementation of the Four Labour Law Codes to streamline & simplify the labour laws. These transformational changes have to be understood well for identifying changes to be made in existing processes, controls and implementing the same for operational and compliance purpose.

Accordingly, The Society of Auditors have arranged this One Day Workshop to have an in-depth understanding of the new requirements from these Four Codes and also discuss practical implementation issues / interpretational matters etc.

Focus Area

This programme will delve into the comprehensive understanding of the newly introduced Labour Codes, which mark one of India's most significant labour reforms in decades. Key topics include:

- Major Changes Compared to Previous Labour Laws
- Implications for Employers and Employees
- Statutory regulation impact
- Safety & Health Reforms
- Action Points to be taken now

Target Audience

This programme is designed for audit professionals, including:

- Corporate Executives in HR & Payroll Functions
- Audit Managers
- Senior Audit Executives
- Compliance Officers

Venue : E-Hotel, Gate No 1, Express Avenue Mall, Pattullos Rd, Express Estate, Royapettah, Chennai - 600014

Implementation of Labour Codes : Enhancing Compliance & Ease of Business

Programme Timelines

Time	Description
9:00 AM	Programme registration
9:20 AM	Welcome address and programme overview
9:30 AM	Addressing provisions under 'Code on Wages' by Mr. K Varadan, CCO - Aparajitha Corporate Services Limited
11:00 AM	Tea Break
11:15 AM	Addressing provisions under 'Occupational Safety Code' by Mr. K Varadan, CCO - Aparajitha Corporate Services Limited
12:45 PM	Lunch Break
1:45 PM	Addressing provisions under 'Code on Social Security' by Mr. Jayaprakash, Senior Advocate - Labour & Industrial Law
3:15 PM	Tea Break
3:30 PM	Addressing provisions under 'Industrial Relations Code' by Mr. Jayaprakash, Senior Advocate - Labour & Industrial Law
5:00 PM	Concluding Address

Speaker Profile



Mr. K Varadan
Chief Consultation Officer,
Aparajitha Corporate Services Limited

Mr. K Varadan, Chief Consultation Officer of Aparajitha Consultants is a specialist in Personnel Management with nearly four decades of professional experience. He began his career with the TVS Group, where he played a key role in streamlining compliance functions and leading Personnel Management initiatives for close to twenty years. For the past two decades, he has been associated with Aparajitha, where he oversees the Knowledge Hub and drives consulting initiatives both within the organisation and for external stakeholders.

Mr. K. Varadan has been an expert speaker on Labour Laws at numerous professional forums and is actively associated with organisations such as the Employers' Federation of South India (EFSI), CII, and NIPM. He has participated in various HR and IR platforms as a resource person and moderator, and has also served as a visiting faculty member for several premier management institutes.



Mr. Jayaprakash
Senior Advocate
Labour & Industrial Law

Mr. R. Jayaprakash is a seasoned lawyer with nearly three decades of experience in Labour and Industrial Law. He commenced his professional career with M/s. Ramasubramaniam and Associates, where he had the privilege of being mentored by the distinguished Senior Advocate, Mr. Sanjay Mohan.

He established his independent practice in 2006 and regularly appears before the Principal Bench and the Madurai Bench of the Madras High Court, the Industrial Tribunals (both Central and State), and various Labour Courts across Tamil Nadu.

He also represents clients before multiple quasi-judicial authorities under a wide range of labour enactments. In addition, he provides legal counsel and handles litigation for several PSU and MNCs operating across diverse sectors.

Implementation of Labour Codes : Enhancing Compliance & Ease of Business

Registration Process

Step 1: Make the payment through NEFT / IMPS or Direct Deposit

In favour of:

The Society of Auditors

Savings Bank Account Number: 006001000038406

Indian Overseas Bank,

Mylapore Branch

IFSC Code: IOBA0000060.

(or)

Scan the QR code attached below to make the payment via UPI



Registration Fees :

SOA Life Members -

INR 2065 per delegate (Incl. of 18% GST)

Non-SOA Members

INR 2360 per delegate (Incl. of 18% GST)

Step 2: Save the acknowledgment/ proof of payment

Step 3: Click on the link and fill in the details: <https://forms.gle/nLL52b44rgJC8g2Z6>

For Group Registrations, single payment can be made and list of delegates shall be uploaded in the Google Form.

Program Co-ordinators

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