

BCPA's Labour Code Alignment Program

# Preparing you for the New Labour Code Landscape

In a year of sweeping Labour Reforms, you need expert advice to align with the legal requirements of the Codes

Every Organization no matter the size, will need to limit exposure and mitigate risk. Fundamental changes will be warranted across the Industry to be compliant with the law.

## THE NEW CODES

1

CODE ON  
WAGES  
2019

2

INDUSTRIAL  
RELATIONS CODE  
2020

3

CODE ON SOCIAL  
SECURITY  
2020

4

OCCUPATIONAL SAFETY,  
HEALTH AND WORKING  
CONDITIONS CODE  
2020

## KEY IMPACTS



Wage structure  
& payroll



HR Policies &  
Processes



Social Security  
Benefits



Compliance



Health &  
safety



Contract  
Labour



Industrial  
Relations

## OUR SOLUTION

### LCAP

#### The BCPA Labour Code Alignment Program

LCAP's mission is to enable organizations be Labour Code ready and become 100% legally compliant

BCPA's LCAP is an end-to-end comprehensive solution that includes *Wage Restructuring, Policy Review from a Legal & HR perspective, CLRA impact analysis and much more.*

Advising industry leaders and experts alike, BCP Associates is the go-to Advisory firm for Indian Labour Law

With our experience of over 6 decades, our team of experts have been instrumental in interpreting the Codes and have been part of the labour law policy think tank for the State & Central Governments.

We are a neutral, objective and independent Legal Advisory & Audit firm that is an off-shoot of B.C. Prabhakar, Advocate, a firm specializing in Labour and Employment laws for the last 60 years.

## Practical Wisdom, Trusted Solutions