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1,500+

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700+

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Full-Day Learning Session on
**The Four Labour Codes & PoSH (Prevention of Sexual Harassment)
Compliance**

Wednesday, August 12, 2026

Organized by

Kumaun Garhwal Chamber of Commerce and Industry (KGCCI)



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SPEAKER PROFILE

Lalit Babbar

Strategic HR | Employment Law | Labour Codes | PoSH | Workforce Governance

Head – HR Governance & Employment Law Advisory Services, Naks & Associates

Lalit Babbar is a senior Human Resources and Labour Law professional with over 23 years of rich, diversified experience across the Pharmaceutical, Manufacturing, Telecom, Retail, and Global Capability Center (GCC) sectors. He specialises in HR Strategy, Workforce Governance, Policy Harmonisation, HR Digitisation, Total Rewards, Industrial Relations, HR Audits & Governance, and — most notably — the implementation of India's New Labour Codes.

At Naks & Associates, Lalit heads the HR Governance & Labour Law Advisory practice, delivering practical, business-oriented compliance solutions that help organisations mitigate statutory risk, strengthen employee governance, and build sustainable people practices. He has partnered with CxOs and business leaders across industries to design scalable HR frameworks and drive organisation-wide compliance transformation.

On the PoSH front, Lalit serves as General Secretary – Haryana State for Pink & Blue – Symbiotic Living, a PoSH awareness and training initiative operating under the Chamber of Professionals (a registered NGO). Through this platform, he actively contributes to Internal Committee (IC) advisory, workplace investigation support, and large-scale sensitisation programmes on the Prevention of Sexual Harassment at Workplace. He is also the author of *The Safe Workplace Matrix*, a practical guide to PoSH compliance and inquiry governance.

He is an active member of WorldatWork, a leading global nonprofit association for HR professionals. He also serves as President of Nai Chetna Foundation, working towards skill development, education, and social awareness for underprivileged communities.

Core Areas of Expertise

- New Labour Codes — Wages, Industrial Relations, Social Security, Occupational Safety, Health & Working Conditions
- PoSH Act, 2013 — Internal Committee governance, inquiry process, and redressal mechanisms
- HR Audits, Statutory Compliance & Risk Mitigation
- Industrial Relations, Standing Orders & Union Advisory
- Total Rewards, Compensation Structuring & HR Digitisation

ABOUT NAKS & ASSOCIATES

Naks & Associates is a multifaceted law firm providing consultancy in corporate, legal, and commercial matters. With a Pan India presence spanning 700+ districts, the firm has pioneered India's retail-based corporate legal services model — redefining accessibility and consistency in legal service delivery.

Established over two decades ago, the firm delivers comprehensive and strategic legal solutions uniquely tailored to meet the needs of national and multinational clients across diverse industries.

The firm has also pioneered a dedicated HR Governance, Employment Law, Compliance & Labour Law Advisory vertical supports corporates, manufacturing units, and growing businesses in eliminating compliance risk, streamlining HR operations, and building audit-ready, scalable workforce systems — spanning Labour Codes readiness, industrial relations, HR audits, compensation governance, and CSR programme design.

ABOUT PINK & BLUE – SYMBIOTIC LIVING

Pink & Blue – Symbiotic Living is a dedicated PoSH (Prevention of Sexual Harassment) compliance and training initiative, operating as a unit of the Chamber of Professionals (a registered NGO). Founded with a pledge to create Happy & Healthy Workplaces, the initiative has trained over 1,00,000 individuals nationwide on the ill-effects of workplace sexual harassment and the statutory means to prevent and redress complaints, bringing about change in the lives of more than 5 lakh people through its broader NGO activities.

RECOGNITION & ACCOLADES

- Rising Star Award — Achromic Point IBC Awards (2023)
- Mahatma Gandhi Excellence Award — Face Group (2022)
- Best Leading Lawyer — World Intellectual Property Forum (2022)
- Dr. Kalam Smriti Excellence Award (2020)
- Rated 4.8/5.0 by clients nationwide

WHAT VALUE WE BRING IN

- **Lalit brings 23+ years of hands-on Strategic HR Leadership and Labour Law experience, not just legal commentary.** *Practitioner-led, not theoretical*
- **A rare combination of Strategic HR and Labour Law expertise under one facilitator.** *Dual credibility*
- **Delivered under the umbrella of a Pan-India Law & HR Advisory firm and a dedicated PoSH advisory NGO, ensuring statutory accuracy and audit-ready guidance.** *Institutional backing*
- **Track record of sensitising 1,00,000+ professionals on workplace compliance themes.** *Proven training reach*

Helping organisations move beyond compliance to build resilient, ethical, and future-ready workplaces.

INDICATIVE SESSION COVERAGE

The full-day session will be structured across two modules — The New Labour Codes and PoSH compliance — customised to the audience profile and institution priorities.

Module 1 : The Four Labour Codes — Impact & Implementation

- Overview and objectives of the Code on Wages, Industrial Relations Code, Code on Social Security, and OSH & Working Conditions Code
- Key definitional shifts — wages, employee vs. worker, fixed-term employment
- Employer readiness checklist — policy, payroll, and contract changes required
- Compliance timelines, transition risks, and practical implementation roadmap
- Open Q&A and case-based discussion

Module 2 : PoSH — Building a Safe & Compliant Workplace

- Statutory framework of the PoSH Act, 2013 and employer obligations
- Constitution and functioning of the Internal Committee (IC)
- Inquiry process, natural justice principles, and common procedural pitfalls
- Remote/hybrid workplace scenarios and emerging PoSH risk areas
- Prevention-first culture building — awareness, reporting, and redressal

Help us make this session Interactive and Impactful! Share your questions by scanning the QR code below or clicking the link



<https://forms.gle/J9TSm2acTLBfb7xa7>

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