

QMA Monthly Programme and Annual General Meeting.

“India’s New Labour Codes: Balancing Ease of Doing Business with Workforce Justice.”

The Quilon Management Association (QMA) conducted its monthly programme on 20 June 2026 at Quilon Beach Hotel, Kollam, with an enlightening session on the contemporary topic “India’s New Labour Codes: Balancing Ease of Doing Business with Workforce Justice.”



The programme commenced with a warm welcome address by Mr. Appukuttan Pillai, who greeted the members and guests. The meeting was chaired by Mr. Madhusoodanan Pillai, who emphasized the importance of understanding the recent labour law reforms and their implications for employers, employees, and management professionals.

Mr. Jayakumar Tharamel introduced the chief guest and speaker, Adv. P. V. Unnikrishna Pillai, a distinguished legal practitioner currently practicing before the High Court of Kerala. In his introduction, he highlighted the speaker’s vast experience and expertise in labour laws and industrial relations.



Delivering the keynote address, Adv. P. V. Unnikrishna Pillai provided a comprehensive overview of India's New Labour Codes, which came into effect on 21 November 2025. He explained that the reforms consolidate numerous existing labour laws into four comprehensive codes aimed at simplifying compliance requirements while safeguarding workers' rights.



The speaker elaborated on the four labour codes:

The Code on Wages, 2019 – ensuring uniform wage standards and extending wage protection to all categories of employees.

The Industrial Relations Code, 2020 – addressing matters related to trade unions, industrial disputes, and mechanisms for maintaining harmonious employer-employee relations.

The Occupational Safety, Health and Working Conditions Code, 2020 – focusing on workplace safety, employee welfare, and improved working conditions.

The Code on Social Security, 2020 – expanding social security coverage and benefits to a wider spectrum of workers, including those in the unorganised and gig sectors.



Adv. Unnikrishna Pillai discussed how these codes seek to strike a balance between promoting economic growth and enhancing the ease of doing business on one hand,

while ensuring workforce justice, social security, and employee welfare on the other. He also highlighted the challenges associated with implementation and the need for organisations to align their policies and practices with the new legal framework.

The session was highly interactive, with members actively participating in the discussion and seeking clarifications on various practical aspects of the new labour regulations. The speaker responded to the queries with clarity and practical insights, making the programme both informative and engaging.



The meeting concluded with a vote of thanks by Mr. R. S. Chippy, who expressed gratitude to the speaker for his valuable presentation, to the chair for guiding the proceedings, and to all participants for their active involvement.

The programme was well attended and proved to be a valuable learning experience for management professionals, entrepreneurs, and members interested in understanding the implications of India's landmark labour law reforms.

Following the technical session, the Annual General Meeting (AGM) of QMA was held. Members reviewed the activities of the association, discussed matters pertaining to its functioning and deliberated on agenda items placed before the General Body.



In the AGM election for the executive committee members for the year 2026-27 was held and the returning officer was Mr. Mathew Cheriyan.

Dr. Hari Kumar, Dr. Regi G. Nair, Mr.Jayachandran, Mr.K.V. Aravindakshan, Mr.C. Sree Raj, Mr.Sunil Kumar, Mr.Jayakumar Tharamil, Dr Shaji, Dr. Biju, Mr.Sajeed Mon, Dr R.S.Chippy, Dr. Nithin Chandran, Mrs.Girija Kumari and Mr.Prathap Chandran were elected as executive committee members for the year 2026-27.

KMML, IRE, MSN Institute, Western India Cashews and IIIC were the elected institutions in the EC.



Meeting concluded with vote of thanks followed by dinner.
