

Vedanta IOO Empowers Workforce with Awareness Session on New Labour Code

Vedanta Iron Ore Odisha organised a Labour Code Awareness session in the Bhubaneswar Region 2, aimed at strengthening understanding of recent labour law amendments and reinforcing fair, inclusive, and compliant workplace practices. The session was conducted at the Nadidhi Iron & Mn Mines office assembly point, covering employees, workmen and business partners from Nadidhi Iron Ore Mines and Nadidhi Iron & Mn Mines of ESL Steel Limited.

The session was conducted by Mr. Nasina Bal Subrahmanyam, DMS Bhubaneswar Region II, Mr. Ulimella Shiv Sankar, DDMS Bhubaneswar Region-II, Mr. Sankarshan Behera, DMS Mechanical, South-Eastern Zone, Ranchi, Mr. Maheswar Reddy Kannala, DMS-Electrical, South-Eastern Zone, Ranchi.

The awareness programme focused on key updates under the new Labour Codes, including women employment, prevention of gender discrimination, maternity benefits, equal pay for equal work, regulated working hours, enhanced health benefits, opportunities for women employees to work in night shifts, extended family definition, and provisions related to gratuity and insurance coverage.

The session witnessed participation from over 150 employees, workmen and business partners including agents, managers, Assistant Managers, Foremen, Mine Mates, HEMM Operators, Housekeeping Staff etc.

Mr. Ulimella Shiv Sankar, DDMS Bhubaneswar Region-II highlighted the benefits of the New Labour Code specifically the changes from the previous rules and regulations, and overall advantages for the workforce. He encouraged the participants to seek clarifications & provided detailed responses to the extensive queries. **Expressing his thoughts on the initiative, he said,** “The awareness session was designed to simplify recent labour code amendments and clearly explain how they translate into everyday workplace practices. I am extremely happy at the active participation and the thoughtful discussion with the participants.”

“It was a very informative session and helped us understand the changes and the key provisions of the New Labour Code. We are now better informed about the key aspects and confident that these changes will prove to be beneficial in the future”, said Mr Rajesh Pandey , Mine Foreman, Nayarani and Sons Private limited, a participant at the session.

The initiative helped enhance the legal comprehension on the New Labour Codes and also contributed to fostering greater transparency about the measures taken by the government in this regard. Vedanta IOO officials and participants expressed their gratitude to the officials for their valuable time & effort for conducting the awareness session.

By proactively engaging employees on statutory changes and employee welfare provisions, Vedanta IOO reaffirms its focus on ethical operations, employee well-being, and creating a respectful and equitable work environment.