

Seminar: Definition of “WAGE” under the Four Labour Codes, and its Tax Ramifications

Dear Sir/Madam,

We are pleased to inform you that IMC's Labour Laws committee jointly with IMC Direct Taxation Committee are organizing a **Seminar on “Definition and “Inclusions & Exclusions” of “WAGE” under the Four Labour Codes, along with the related Income Tax and Other Tax Ramifications”** as per following details:

Day & Date : Tuesday, August 11, 2026
Time : 5:00 p.m.
Meeting : Hybrid (Online as well as in person)
Venue for physical attendees : Walchand Hirachand Hall (4th Floor), IMC Building, IMC Marg, Mumbai - 400020

The seminar will focus on the practical implications of the definition of "**Wages**" under the Four Labour Codes, with special emphasis on its impact on:

- Provident Fund (PF)
- Employees' State Insurance (ESI)
- Gratuity
- Bonus
- Payroll Structuring
- Income Tax
- Other statutory and regulatory compliances

SPEAKERS:

- **Advocate Sundeep Puri**, Chairman, Labour Laws Committee and Partner, Sundeep Puri Associates and Advocates.
- **Advocate R V Paranjpe**, Partner, Sundeep Puri Associates and Advocates.

Panel Discussion

- **Ms. Shikha Gupta**, Founder, Gravitax Advisor
- **Mr. Pradeep Mitra**, Senior General Manager, Head - Direct Taxation, Tata Motors Passenger Vehicles Limited
- **Mr. Akilandeswaran Iyer**, CFO, DSP Asset Managers Pvt. Ltd.

The registration fee for this Conference will be Rs. 4000/- plus 18% GST = Rs. 4720/-.

Registration fee must be paid while doing registration at the following link:

<https://www.imcnet.org/events-2816>

Please communicate your preference about how would you like to participate in the seminar whether physical or online to Ms. Lucy Thomas by email at lucy.thomas@imcnet.org or by phone to her at 9821462279. We will send you Zoom link if you prefer to attend online.

We look forward to your participation on August 11.

Regards,

Ajit Mangrulkar
Director General