

EXECUTIVE PROGRAMME

SETTING UP OF BUSINESS, INDUSTRIAL & LABOUR LAWS

The main types of business entities in India include Sole Proprietorship, Partnership, Hindu Undivided Family (HUF) Business, Limited Liability Partnership (LLP), Co-operative Societies, various types of companies, Branch/Liaison Office of foreign companies. It involves regulatory/procedural aspects in setting up of these entities under various authorities and also involve Initial Registrations like Shops & Establishment, FSSAI, ISO, MSME, licenses from the regulatory authorities like RBI, IRDA, GST, Income Tax, IPR, etc. as applicable.

It is very important to understand registration process, funding options available for startups and MSMEs as part of skill enhancement. Accordingly this study material *inter alia* covers matters relating to startup policy different types of capitals available for startups, Udyam Registration, MSME Schemes etc.

With the objective to provide the working knowledge and understanding of the various procedural requirements involved in the setting up of business entities and to give broad understanding and application of labour laws on various entities which are aligned with the concept of Setting up of business, this study material is divided into two Parts viz. Part I covering Setting up of Business and Part II, covering Industrial and Labour Laws.

Part II of this study material covers aspects including Constitutional provision relating to Labour laws, Laws relating to welfare & working Conditions, Industrial relations, wages. Social security aspects, Prevention of Sexual Harassment and also the emerging labour code.

The legislative changes made up to November, 2025 have been incorporated in the study material. The students are advised to refer to the updations at the Regulator's website, Supplement relevant for the subject issued by ICSI and ICSI Journal Chartered Secretary and other publications. Specifically, students are advised to read "**Student Company Secretary**" e-Journal which covers regulatory and other relevant developments relating to the subject. In the event of any doubt, students may contact the Directorate of Academics at academics@icsi.edu.

The amendments to law made up to 31st May of the Calendar Year for December Examinations and up to 30th November of the previous Calendar Year for June Examinations shall be applicable.

Although due care has been taken in publishing this study material, the possibility of errors, omissions and/or discrepancies cannot be ruled out. This publication is released with an understanding that the Institute shall not be responsible for any errors, omissions and/or discrepancies or any action taken in that behalf.

Important Note:

The new criminal laws i.e. Bharatiya Nyaya Sanhita 2023, Bharatiya Nagarik Suraksha Sanhita 2023 and Bharatiya Sakshya Adhinyam 2023 have repealed Indian Penal Code 1860, Criminal Procedure Code 1973 and Indian Evidence Act 1872 (old criminal laws) respectively.

Therefore, by virtue of Section 8 of General Clauses Act 1897, the references to the old criminal laws, unless a different intention appears, be construed as references to the provision of new criminal laws.