

HRAWI Knowledge Series Pune Highlights Key Reforms

HRAWI Knowledge Series Guides Hospitality Leaders on Regulations

Hotel And Restaurant Association (Western India) concluded its Knowledge Series – I in Pune, bringing together hotel and restaurant professionals to examine critical regulatory developments affecting the hospitality sector. The sessions, hosted at Ruby Theatre, Amanora The Fern Pune – Series by Marriott, focused on the New Labour Codes, Digital Personal Data Protection (DPDP) Rules, GST updates and the Maharashtra Tourism Policy 2024.

The initiative aimed to help hospitality businesses understand compliance requirements, operational implications and emerging growth opportunities as India's regulatory environment continues to evolve.

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New Labour Codes and Workforce Compliance in Hospitality

The opening session on India's New Labour Codes was led by experts from Ernst & Young, who explained how multiple labour laws are being consolidated into four comprehensive codes. The discussion highlighted revised wage definitions, implications for employee cost structures, and broader social security coverage for gig and platform workers—areas particularly relevant for labour-intensive hospitality businesses.

Industry experts noted that hotels and restaurants will need to realign HR policies, employment contracts and payroll frameworks to stay compliant once the codes are fully implemented across states.

DPDP Act and Data Protection for Hotels and Restaurants

Another key session examined the Digital Personal Data Protection (DPDP) Act, outlining how hospitality operators must manage guest and employee data responsibly. Topics included consent management, breach reporting, data retention policies and governance frameworks.

Given the industry's heavy reliance on digital bookings, payment systems and loyalty programs, speakers emphasised that compliance is crucial not only for legal reasons but also to maintain guest trust and brand reputation.

GST Changes and Maharashtra Tourism Policy Opportunities

The third session addressed recent GST updates, including revised rate structures, tax treatment for accommodation and F&B services, and input tax credit considerations for renovations and operational expenses.

The programme concluded with insights into the Maharashtra Tourism Policy 2024, which aims to attract significant private investment, boost employment and support sectors such as eco-tourism, rural tourism and MICE. According to HRAWI leadership, the Knowledge Series reflects the association's commitment to equipping hospitality professionals with the insights required to build compliant, resilient and future-ready businesses.