



National Productivity Council

Training Programme on New Labour Codes PROGRAMME CODE: (T2627BBR03)

05-09 October 2026
(GOA)



1. ABOUT NPC

National Productivity Council (NPC) is an autonomous organization under the Department of Promotion of Industry and Internal Trade, Ministry of Commerce & Industry, Government of India. The present expertise available in NPC has a resource base of professionals from fields such as Economics, Industrial Engineering, Human Resource Management, Energy, Environment, IT, Project Monitoring and Evaluation, Research Studies and Baseline Surveys. In addition, services of external professionals and subject matter specialists are also sought on need basis, depending upon the nature and scope of work. NPC extends services from its headquarter at New Delhi and 12 regional offices across the country manned by more than 100 full time professionals. NPC has professionals from diverse fields to provide Consultancy, Capacity Building and Project Monitoring Unit (PMU) services to various organisations including Central Government Ministries and State Governments.

2. PROGRAMME THEME

In today's dynamic business environment, where organizations strive for growth, resilience, and competitiveness, the role of Human Resources (HR) has become increasingly strategic. With the introduction of **India's New Labour Codes**, the regulatory landscape has undergone a significant transformation, consolidating multiple legacy laws into a simplified and unified framework. Understanding and adapting to these changes is essential for organizations to ensure compliance while promoting efficiency and employee welfare.

Our program, titled "**New Labour Codes**" is designed to equip HR professionals with the knowledge and practical insights required to navigate this evolving legal environment with confidence.

This comprehensive training initiative provides an in-depth understanding of the four New Labour Codes—covering wages, industrial relations, social security, and occupational safety, health, and working conditions. Participants will gain clarity on key provisions such as wage structures, statutory compliance requirements, employee benefits, dispute resolution mechanisms, and workplace safety standards. The program also explains the transition from the earlier legal framework to the new codified system, helping participants appreciate both the intent and impact of these reforms.

Beyond theoretical concepts, the program emphasizes practical implementation. Participants will learn how to align HR policies with the new codes, develop effective compliance frameworks, and ensure smooth organizational transition. Key areas include compliance audits, documentation practices, digital registers, and proactive risk management strategies, enabling organizations to integrate legal requirements into daily HR operations seamlessly.

The program also fosters an interactive and collaborative learning environment, encouraging participants to engage with experts, exchange experiences, and learn from industry best practices. This approach helps in addressing real-world challenges and building practical, sustainable compliance solutions.

In essence, this program serves as a strategic platform for HR professionals to gain mastery over the New Labour Codes, strengthen governance and compliance mechanisms, and contribute to sustainable organizational success in India's evolving labour law landscape.

3. LEARNING OBJECTIVES

This training program prepares participants to understand:

- HR and Labour Welfare
- The concept in your organisation and how it is implemented
- HR practices and its relevance in your organisation
- The key concepts and how it is aligned with your HR practices
- HR practices vis a vis Labour laws
- Labour laws in Indian Context
- How labour laws have been codified
- The labour code in details
- How to implement, monitor and audit labour codes.

4. BROAD PROGRAMME COVERAGE

The following topics shall be covered during the training

- Comprehensive exploration of HR and labor welfare concepts
- Analysis of how these concepts are implemented within participants' organizations
- Examination of various HR practices and their relevance to organizational objectives
- Alignment between key HR concepts and organizational practices
- Comparative study of HR practices and relevant labor laws
- In-depth understanding of labor laws in the Indian context
- Overview of the codification process and structure of labor laws
- Detailed examination of the provisions and requirements outlined in the labor code
- Strategies for effective implementation, monitoring, and auditing of labor codes
- Case studies, discussions, and interactive sessions to reinforce learning
- Practical insights and tools for ensuring compliance and promoting employee welfare

5. METHODOLOGY

Methodology of the training program would be participative in nature. The sessions would be based on conceptual deliberations, case studies, success stories and group exercises/discussions.

6. PARTICIPANTS' PROFILE

Administration Officials from Central & State Government Departments, Academic Institutions, Public Sector Undertakings, Private Sector Units, Co-operative Sector Organizations, Financial Institutions, NBFCs, Corporations, Organisations where there is no specialised HR department and they want to be compliant, especially Textile units.

7. FACULTY

The faculty for the training programme will comprise of senior NPC Experts & other renowned and experienced Trainers from the respective field.

8. PROGRAMME FEE & VENUE

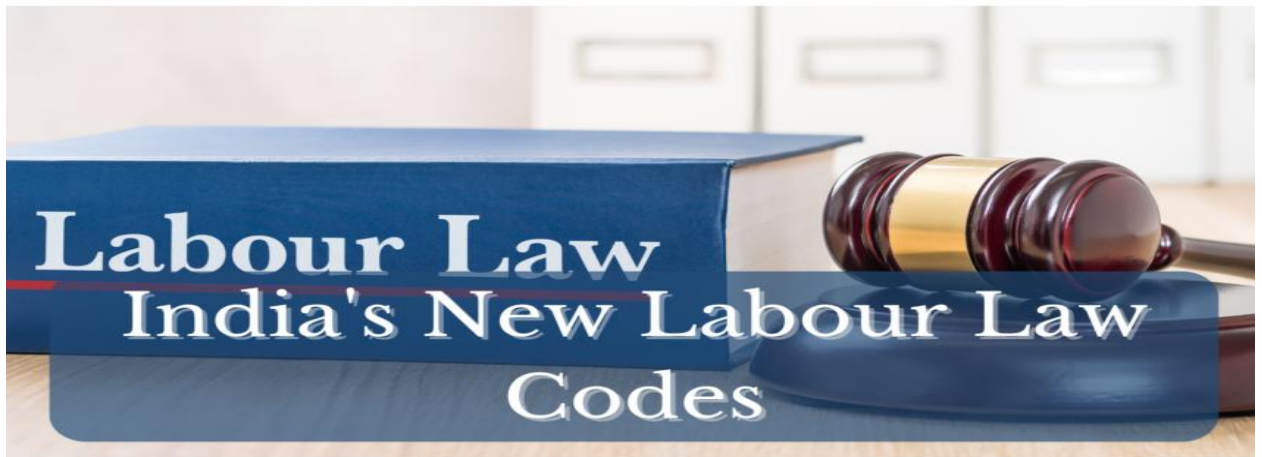
Programme Code	T2627BBR03	
Program Venue	Goa	
Programme Fee	Residential Participants ₹75,000 /- + 18% GST	Non-Residential Participants ₹60,000 /- + 18% GST
For Residential Participants	Programme starts on 5th Oct 2026 at 1500 hrs. Programme closes on 9th Oct at 1800 hrs. Check in for Residential Participants: 5th Oct 2026 (AN) Check out for Residential Participants 09th Nov 2026 (FN)	

9. PAYMENT DETAILS

Programme fee inclusive of GST to be paid in advance and proof of payment to be attached along with application form.

- **ECS Payment Details:** State Bank of India, OUAT Branch, Bhubaneswar; A/c No. 40020636385, IFSC Code. SBIN0003341
- DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at BHUBANESWAR
- NPC'S PAN No: AAATN0402F, NPC'S GSTIN: 21AAATN0402F3ZG

As per GOI notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading 9992 (at page no. 19 of the notification) No GST is applicable where Services provided to the Central Government, State Government, UT Administration under any training programme for which total expenditure is borne by the Central Government, State Government, UT Administration.



HOW TO APPLY

- Please apply in prescribed application format enclosed with this brochure. Nominations may be sent to the following address:
- Last date for Receiving of nominations: (two weeks before the scheduled date of programme)

Shri Shyama Prasad ,
Dy. Director (IE) & Programme Coordinator: ,
NPC Bhubaneswar
9439494141 (Mob)/ 0674 2397380/81
Email: shyama.prasad1@npcindia.gov.in
,bhubaneshwar@npcindia.gov.in



NATIONAL PRODUCTIVITY COUNCIL
A/7 Surya Nagar , Bhubaneswar-751003

APPLICATION FORM FOR NOMINATIONS

Title of Programme: **New Labour Codes**

Programme Code: **T2627BBR03**

Programme Duration: **05-09 October 2026**

Venue/ Location: **Goa**

Select Participation on Residential Basis OR Non-Residential Basis

Details of Nominated Participants:

S. No	Name of Delegate	Designation	Mobile No.	Email ID	Participant Organisation Address (kindly provide full address of correspondence)
1					
2					
3					
4					
5					

Details of Nominating Authority:

S. No	Name of Nominating Authority	Designation	Mobile No.	Email ID	Nominating Authority Organization Address (kindly provide full address of correspondence)
1					

Select, if Organization is GST Exempted OR Select, if Organization is Not GST Exempted

SELF DECLARATION ON GST EXEMPTION (OPTIONAL)

As per GST notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading 9992 (at page no. 19 of the notification) No GST is applicable where Services provided to the Central Government, State Government, UT Administration under any training programme for which total expenditure is borne by the Central Government, State Government, UT Administration.

- I/We hereby declare that we meet all the conditions stipulated in the aforementioned GST notifications and qualify for exemption from GST payment for the training program mentioned above.
- I/We acknowledge that any breaches or non-compliance with the specified conditions may result in the collection of GST, interest, and penalty amounts by NPC on behalf of the GST department at a later stage whenever the GST department raises the same to NPC.
- I/We also declare that it is the responsibility of the participant organization to verify their eligibility to avail the benefit, and NPC is not responsible for checking the eligibility. *I certify that the above information is correct

Signature: _____ Date: _____ and Place: _____

For Organisation who are Not Exempted and having GST registration GST No. (Mandatory) _____
(Kindly provide the GST number of organisation on which GST Invoice to be raised)
Organisation PAN No. (Optional) _____
Organisation TAN No. (Mandatory on TDS deduction)) _____

DECLARATION

*I certify that the above information is correct

Signature: _____ Date: _____ and Place: _____

10. GENERAL INSTRUCTIONS

- ❖ Due to limited number of seats, it is recommended to send the nominations as per attached format at the earliest, for ensuring the availability. Acceptance of the nominations is subject to the seat availability and receipt of programme fee latest by the last date for nominations.
- ❖ The Residential programme fee covers the professional fees towards training, board & lodge of the Participant(s). The fee once deposited is non-refundable, however, substitutions are allowed.
- ❖ Each participant should carry their ID cards and necessary letters / orders issued by their department for attending the training program.
- ❖ The Non-Residential programme fee covers the professional fee towards training, lunch and refreshments during the training program. The fee once deposited is non-refundable, however, substitutions are allowed.
- ❖ NPC shall not bear any charges towards participants' to & fro travel from their residence / place of stay and the training program venue. All participants shall make their own arrangement to reach the venue on time as per the programme schedule.
- ❖ Participants are requested to assure their health and safety during the training period and NPC will not be liable for medical expenses incurred by the participants during the program.
- ❖ NPC will not provide boarding and lodging before and after the dates of programme. Participants planning to stay longer than the scheduled duration should arrange the same at their own cost.
- ❖ Settlement of additional bills: The hotel will be instructed to open separate folio for each participant. Participants may directly settle their additional dues regarding family member, laundry, telephone, mini bar, room service, overstay etc. with the hotel before checkout.
- ❖ The participants shall be awarded Certificate of Participation on successful completion of programme.
- ❖ Any other terms and conditions apply as may be notified by NPC at any point of time.
- ❖ Referring to GST guidelines, you are requested to confirm the applicability of GST payment for your department.
- ❖ Participants are required to follow the necessary COVID protocols during training.