



National Productivity Council

Training Programme
on
Navigating New Labour Codes of India: Addressing Unrest
and Labor Relations
PROGRAMME CODE: T2627JPR08

14-18 December 2026

Udaipur, Rajasthan



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 fulltime 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

Effective 21 November 2025, the Government of India has instituted a major overhaul of its labour architecture by enforcing four unified Labour Codes: Wages (2019), Industrial Relations (2020), Social Security (2020), and Occupational Safety, Health and Working Conditions (2020).

Replacing 29 legacy statutes dating back to the mid-20th century, this consolidated framework touches more than 500 million workers across the country. Key provisions establish universal minimum wages, mandate gender-neutral pay, and require regular wage adjustments. In addition to expanding safety standards and formal hiring procedures, the reforms extend social security nets—including healthcare, pensions, and maternity support—to previously excluded gig and platform workers. Employers gain from single-window registrations and simplified compliance, while labor dispute mechanisms have been restructured for faster resolution. Ultimately, the framework balances improved worker protections with easier business operations, contingent on close coordination between central and state authorities.

3. LEARNING OBJECTIVES

This training program aims to expose the participants

- to the simplification and modernization in the labour laws
- to the provisions related to worker welfare
- to the compliance requirements and future readiness

4. BROAD PROGRAMME COVERAGE

- Key aspects and mandatory compliances w.r.t. 4 new laws :
 - Code on Wages, 2019
 - Industrial Relations Code, 2020
 - Code on Social Security, 2020
 - Occupational Safety, Health and Working Conditions Code, 2020
- Detailed Deliberations focused on simplification/consolidation of the 29 Labour laws into above 4 codes
- Provisions for enhancing protections and social security for workers
- Minimizing the compliance burden on officials (esp. HR/Admin.) and preparing them for participatory labor management

5. METHODOLOGY

Methodology of the programme would be participative in nature with a focus on principle of adult learning. The sessions would be expert-led, participant-centered conceptual deliberations, involving case studies, success stories, individual and group exercises/ discussion.

6. PARTICIPANTS' PROFILE

The programme is designed for officials working across different functional areas of management from central & state government departments, academic institutions, public sector undertakings, private sector, co-operative sector organizations, autonomous institutions, financial institutions, NBFCs, corporations, labour unions/associations etc.

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	T2627JPR08	
Program Venue	Udaipur, Rajasthan	
Programme Fee	Residential Participants ₹ 70000 /- + 18% GST Rs. Seventy Thousand Only + GST	Non-Residential Participants ₹ 55000 /- + 18% GST Rs. Fifty Five Thousand + GST
For Residential Participants	Check-in at hotel: 12:00 Noon on 14 December 2026 Check-out from Hotel: 11:00 hours on 18 December 2026	

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, Bhawani Singh Road, Bapu Nagar, Jaipur - 302004
- A/c No. 40084592614, IFSC Code. SBIN0031477, Branch Code: 031477
- DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at Jaipur
- NPC'S PAN No: AAATN0402F, NPC'S GSTIN: 07AAATN0402F1Z6

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 receipt of nominations: (two weeks before the scheduled date of programme)

Director National Productivity Council, SB-96, JLN Marg, Bapu Nagar Jaipur - 302015 Mobile: 9414387196 Phone:-0141-2703573, 2702935 Email: jaipur@npcindia.gov.in	Sh. Himanshu Dy. Director Email: himanshu.rg@npcindia.gov.in Phone:-0141-2703573, 2702935 Mobile No.: 8826628448
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NATIONAL PRODUCTIVITY COUNCIL

APPLICATION FORM FOR NOMINATIONS

Title of Programme: **Navigating New Labour Codes of India: Addressing Unrest and Labor Relations**

Programme Code: **T2627JPR08**

Programme Duration: **14-18 December 2026**

Venue/ Location: **Udaipur, Rajasthan**

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					
6					

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.