

## RESIDENTIAL TRAINING PROGRAM

# NEW LABOUR CODES

PROGRAM CODE : T2526GUW04

### SRI VIJAYA PURAM (A&N ISLANDS)

16<sup>TH</sup> TO 20<sup>TH</sup> MARCH 2026







## Labour Code Revolution: Simplified Rules, Stronger India

The new Labour Codes are vital for creating a modern, streamlined, and future-ready labour ecosystem in India. Their importance lies in replacing fragmented and archaic laws with a unified framework, which directly addresses long-standing issues of complexity and uncertainty. For the employee, the intended impact is significantly improved welfare and protection, primarily through universalized social security, guaranteed minimum wages, and better occupational safety standards. For the employer, the codes aim to boost ease of doing business by drastically reducing the compliance burden and bureaucratic hurdles associated with 29 different laws.

## THE NEW LABOUR CODES

The Government of India has made a historic decision to implement four new Labour Codes—the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020—effective from 21st November 2025. This landmark move rationalizes 29 existing, and often outdated, labour laws that were largely framed in the pre- and early post-Independence era (1930s-1950s).

India's new labour codes—Code on Wages, Industrial Relations Code, Code on Social Security, and Occupational Safety, Health and Working Conditions Code—consolidate 29 previous laws to create a unified regulatory framework impacting over 50 crore workers. These codes guarantee minimum wages for all segments, equal remuneration irrespective of gender, and periodic wage reviews to support living standards. Significant changes include widespread access to social security schemes (such as provident fund, insurance, and maternity benefits), coverage for gig and platform workers, formal employment procedures, and robust workplace safety guidelines. Dispute resolution will be expedited through streamlined tribunals, and companies will benefit from simplified registration and compliance systems. Together, these reforms aim to boost worker welfare, formalize employment, and enhance ease of doing business, while success depends on effective collaboration and enforcement by central and state governments.



### Key Objectives

- ✓ **Modernization:** Replacing complex, fragmented, and restrictive colonial-era structures with modern, simplified regulations.
- ✓ **Worker Welfare:** Enhancing protections and social security for workers.
- ✓ **Ease of Compliance:** Reducing the compliance burden and uncertainty for industries.
- ✓ **Future Readiness:** Aligning India's labour ecosystem with the evolving world of work and global trends.

# PROGRAM OVERVIEW

## Program Goals

This training program shall focus on equipping the participants on the various aspects of the new Labour Codes and its implementation in Organization. This training programme is going to delve into various aspects of the four newly designed codes and its implementation framework.

This comprehensive program is designed to deliver practical, implementation-focused mastery of India's four new Labour Codes—Wages, Industrial Relations, Social Security, and OSH—to ensure complete organizational compliance. Participants will achieve clarity on the new uniform 'Wages' definition for compensation restructuring, learn strategies to navigate revised Industrial Relations rules and dispute management, and understand the mechanisms required to extend social security benefits to unorganized, gig, and platform workers. The training also emphasizes compliance with new Occupational Safety, Health (OSH) standards and the formalization of employment records, ultimately enabling businesses to leverage the new framework for both simplified compliance and enhanced worker welfare and productivity.



01

**Master Compliance  
and Restructuring**

02

**Navigate Evolving  
Workforce Relations**

03

**Enhance Safety and  
Welfare**

**Send your Nomination to**

**Program Coordinator**

**Regional Directorate, National Productivity Council**

1st Floor, NERAMAC Complex, Panjabari Road, Near Six mile Flyover , Guwahati - 781022

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# TRAINING IMPLEMENTATION PLAN

## Participant Profile

This specialized program is essential for HR Professionals, Legal Counsels, Compliance Officers, and Operational Heads (Middle and Senior Management) from Central & State Public Sector Undertakings (PSUs), Government Departments, and private enterprises across the Manufacturing and Process industries. If your role involves strategic decision-making, policy formulation, or ensuring legal adherence to India's labour laws, this program is critical for a smooth transition.

## Faculty

The program will be led by a distinguished Subject Matter Expert.

Our faculty brings decades of hands-on experience in implementing and interpreting complex laws, ensuring that all concepts are taught with a practical, real-world focus immediately applicable to your organizational challenges

## Program Venue and Fee

Program Code	: T2526GUW04
Program Venue	: Hotel Sea Princess, Sri Vijaya Puram (A&N Islands)
Program Fee	: ₹ 70,000/- + GST per participant (Residential)
	: ₹ 55,000/- +GST per participant (Non Residential)

### Check-in at Hotel

16th March 2026 post 12 pm

### Check out from Hotel

20th March 2026 before 11am

Program fee inclusive of GST to be paid in advance and proof of payment to be attached along with the application

### ECS Payment Details:

Bank Name : State Bank of India  
Branch : New Guwahati  
Bank A/c No : 39754600161  
IFCS Code : SBIN0000221  
PAN No : AAATN0402F  
GST No : 18AAATN0402F1Z5

*As per GOI notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading9992 (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*

## General Instructions

- The Residential Program 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 Program fee covers the professional fee for training, lunch and refreshments during the training program. The fee once deposited is non-refundable, however, substitutions are allowed. Boarding and lodging facilities shall not be provided to Non-residential participants
- 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 arrangements to reach the venue on time as per the Program schedule.
- NPC will not be liable for medical expenses incurred by the participants during the program including any medical exigencies
- NPC will not provide boarding and lodging before and after the dates of the program. 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 a separate folio for each participant. Participants may directly settle their additional dues regarding a family member, laundry, telephone, mini bar, room service, overstay etc. with the hotel before checkout.
- The participants shall be awarded a Certificate of Participation on successful completion of the program.
- 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.





## NATIONAL PRODUCTIVITY COUNCIL

1st Floor, NERAMAC, Complex, Panjabari Road, Near Six Mile Flyover, Guwahati 781022  
[guwanati@npcindia.gov.in](mailto:guwanati@npcindia.gov.in)

### APPLICATION FORM FOR NOMINATIONS

Title of Programme : New Labor Codes  
Program Code : T2526GUW04  
Program Duration : 16th to 20<sup>th</sup> March 2026 Location: Sri Vijaya Puram  
Select Participation on Residential Basis ☐ OR Non-Residential Basis ☐

#### Details of Nominated Participants:

S. No	Name of Delegate	Designation	Mobile No.	Email ID	Participant Organization 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 Organization who are Not Exempted and having GST registration please provide your GST No. (Mandatory):** \_\_\_\_\_

(PS: - Kindly provide the GST number of organization on which GST Invoice to be raised)

Organization PAN No. (Optional) \_\_\_\_\_

Organization TAN No. (Mandatory on TDS deduction)) \_\_\_\_\_

#### DECLARATION

\*I certify that the above information is correct

Signature: \_\_\_\_\_ Date: \_\_\_\_\_ and Place: \_\_\_\_\_



## CONTACT US

### National Productivity Council Regional Directorate



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Panjabari Road,  
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