



National Productivity Council

Training Programme  
on  
New Labour Codes, Industrial & Personnel Relation  
PROGRAMME CODE: (T2425IND02)

20-24 January 2025  
(Munnar)



## 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

The New Labour Code Training Programme is designed to equip participants with a comprehensive understanding of India's reformed labour laws, reflecting the government's commitment to building a more dynamic and inclusive labour market. The programme emphasizes the importance of aligning with the new codes that streamline and consolidate over 29 existing labour laws into four key codes: the Wage Code, Social Security Code, Occupational Safety, Health & Working Conditions Code, and the Industrial Relations Code.

This theme of "Empowering Workforce Through Labour Reforms" highlights how the new labour codes aim to foster an environment that balances the interests of employers and employees, enhances productivity, ensures fair treatment, and promotes safe working conditions. The training programme delves into the reforms from a practical perspective, enabling HR professionals, managers, and business leaders to navigate these changes, ensure compliance, and harness the opportunities they present.

The new labour codes usher in a transformative era for the Indian labour market, aimed at boosting both economic growth and workforce well-being. By participating in this training, businesses and leaders can proactively ensure compliance, optimize workforce management, and contribute to the overall goal of making India a competitive and equitable economy.

## 3. LEARNING OBJECTIVES

This training programme prepares participants to:

- **Understand Key Provisions:** Gain a clear understanding of the four new Labour Codes and their impact on wages, social security, workplace safety, and industrial relations.
- **Ensure Legal Compliance:** Learn how to align company policies with the new Labour Codes to avoid penalties and maintain legal compliance.
- **Manage Workforce Effectively:** Understand how the changes affect employee management, including wage structures, social security benefits, and industrial relations.
- **Promote Workplace Safety and Well-being:** Explore guidelines on occupational safety and health to create a safer, compliant workplace environment.
- **Enhance Employee Relations:** Develop strategies to improve employer-employee relationships while adhering to the new legal frameworks.

#### **4. BROAD PROGRAMME COVERAGE**

The following topics shall be covered during the training

##### **1. Introduction to New Labour Codes:**

- Overview of the Wage Code, Industrial Relations Code, Social Security Code, and Occupational Safety Code.

##### **2. Key Changes in Wage and Industrial Relations:**

- Minimum wage updates, dispute resolution, and impact on trade unions.

##### **3. Social Security Enhancements:**

- Expanded coverage for provident funds, gratuity, and ESI.

##### **4. Occupational Safety and Health:**

- New safety and welfare measures for workers.

##### **5. Impact on Hiring and Workforce Management:**

- Implications of the new laws on hiring, layoffs, and managing industrial disputes.

##### **6. Practical Implications and Compliance Strategies:**

- Employer responsibilities, legal compliance, cost implications, and best practices for smooth implementation.

##### **7. Practical Implications and Compliance:**

- Employer responsibilities, legal compliance, and best practices.

##### **8. Interactive Sessions and Case Studies:**

- Real-life examples and Q&A for implementation insights.

#### **• 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.

#### **• PARTICIPANTS' PROFILE**

The programme is designed for officials working across different functional areas of management including administration, finance, personnel & training/HRD, etc. from State and Central Governments Departments/Ministries, Public Sector Units, Private Sector Enterprises, Cooperatives, Corporations, Banks, Financial Institutions and/or Academic and/or Research Institutions.

#### **• FACULTY**

The faculty for the training programme will comprise of senior NPC Experts & other renowned and experienced Trainers from the respective field with over 20 years of experience in the similar field.

• **PROGRAMME FEE & VENUE**

<b>Programme Code</b>	T2425IND02	
<b>Program Venue</b>	Munnar	
<b>Programme Fee</b>	Residential Participants ₹ 65,000/- + 18% GST	Non-Residential Participants ₹ 48,000 /- + 18% GST
<b>For Residential Participants</b>	Check-in at hotel - 20/January/2025 (Afternoon) (Check in time from afternoon onwards at Hotel/Resort) Check-out from Hotel - 24/January/2025 (Forenoon) (Check out time from forenoon onwards at Hotel/Resort)	

• **PAYMENT DETAILS**

Programme fee inclusive of GST to be paid in advance and proof of payment to be attached along with application form.
<ul style="list-style-type: none"> <li>• <b>ECS Payment Details:</b> Indian Overseas Bank, 70, Golf Link, New Delhi Branch;</li> <li>• A/c No. 026501000009207, IFSC Code. IOBA0000265</li> <li>• DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at NEW DELHI</li> <li>• NPC'S PAN No: AAATN0402F, NPC'S GSTIN: 07AAATN0402F1Z8</li> </ul>

*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)

Sh. Siddharth Pal,  
Dy. Director (IE)  
Email: [siddharth.pal@npcindia.gov.in](mailto:siddharth.pal@npcindia.gov.in)  
Ph: 011-24607335  
Mobile No.: +91-9910366514;

Ashutosh Makup  
Director & Group Head (IE),  
National Productivity Council,  
5-6 Institutional Area, Lodi Road, New Delhi –  
110003  
Mobile: 09090189101  
Phone:-011-24607321  
Email: [ashutosh.makup@npcindia.gov.in](mailto:ashutosh.makup@npcindia.gov.in)



**NATIONAL PRODUCTIVITY COUNCIL**  
**5-6 Institutional Area, Lodhi Road, New Delhi – 110003**

**APPLICATION FORM FOR NOMINATIONS**

Title of Programme: **New Labour Codes, Industrial & Personnel Relation**

Programme Code: **T2425IND02**

Programme Duration: **20-24 January 2025**

Venue/ Location: **Munnar**

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: \_\_\_\_\_

## • 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.