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## **WORKSHOP ON NEW LABOUR CODES AND COMPLIANCES AT AYODHYA, UTTAR PRADESH**

**National Academy of Human Resource Development (NAHRD)** was established to deliver competency-enhancing learning to officials of Central Government, State Governments, Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

A workshop on **New Labour Codes and Compliances** is being organized by NAHRD from **29.01.2026 to 31.01.2026** at **Ayodhya, Uttar Pradesh**.

In a landmark reform, the Government of India has announced the implementation of the four consolidated 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 — with effect from 21st November 2025**, replacing and rationalizing 29 existing labour laws. These reforms are aimed at modernizing labour governance, enhancing worker welfare, improving ease of doing business, and aligning India's labour framework with contemporary global practices. This transformative step lays the groundwork for a future-ready workforce and more agile, resilient industries, strengthening the labour ecosystem in line with the vision of **Aatmanirbhar Bharat**. After participating in the workshop the trainee officers shall have updated their knowledge and skills in the following areas:

- Statutory Compliances and Returns for organizations
- Understanding the key changes, major objectives and features of the various labour Codes-
  - Code on Wages, 2019
  - Code on Social Security, 2020
  - Industrial Relations Code, 2020
  - Occupational Safety, Health and Working Conditions Code, 2020
- Understand the Roles and responsibilities of various bodies and authorities in administering the provisions of the Labour Codes
- Understand the implication of these codes on the labour market-how the reforms will address the issues of the workers and impact the employers and their businesses.

### **Workshop Methodology**

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, etc.

## **Faculty**

**Sh. Rajan Verma** is former advisor to Ministry of Labour & Employment, Government of India. He has recently retired from the post of Chief Labour Commissioner (Central), Government of India. He is M.Com, LLB, Post Graduate in Labour Laws with Post Graduate in Industrial Relations & Personnel Management. He have attended 2 International training programs on Labour Inspections and Labour Administration & OSH in International Training Centre for International Labour Organization (ILO) at Turin, Italy. He has also participated as delegate from India in meetings, workshops of ILO on various subjects like Forced Labour at Rio de Janeiro, Brazil; Review of Conventions & Recommendations at ILO Geneva, Switzerland and Disputes Resolution Mechanism workshop by ILO at Dhaka, Bangladesh.

**Dr. Onkar Sharma** is a distinguished labour policy expert and former Chief Labour Commissioner, Government of India, with over four decades of leadership in labour administration, legislative reforms, industrial relations, and welfare policy. With his strong academic foundation in commerce, law, and labour studies, he has combined scholarly insight with practical experience to advise governments on aligning labour laws with contemporary socio-economic realities, simplifying compliance frameworks, and promoting facilitative governance models. He has been instrumental in framing the National Labour Policy, drafting India's Labour Codes, amending key labour legislations, and contributing to international reforms as a member of the ILO Standards Review Mechanism, Geneva. Dr. Sharma has also developed labour policies and built institutional capacity for Afghanistan under a UNDP programme. A passionate advocate of workers' rights and sustainable industrial growth, he has held pivotal positions including Dy. Director General (Labour Welfare), Government of India, and CEO & Welfare Commissioner, Delhi Labour Welfare Board. Renowned for his capacity-building initiatives, he has trained labour administrators, judicial officers, employers, trade union leaders, and academics, and has been a guest faculty for leading national and international institutions such as ILO, UNICEF, UNDP, World Bank, NHRC, and premier civil services academies. Widely published and frequently invited to global platforms, Dr. Sharma continues to play a vital role in shaping labour governance, advancing welfare schemes, and strengthening social security, particularly for vulnerable groups such as unorganised, construction, digital platform, and gig workers.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to Ministry of Road Transport & Highways, Ministry of Commerce & Industry, LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export- Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

## **Participation Fee:**

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- plus GST @ 18% per participant

Non-Residential - Rs. 40,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all-inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

**Venue:** 4- Star property at Ayodhya (details will be provided one week before the workshop)

**Check In-** 29.01.2026 (03:00 P.M.)      **Check Out-** 01.02.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 30.01.2026 and will conclude at 5:30 P.M. on 31.01.2026. However, there will be an introductory session on 29.01.2026 after all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

**Name of Beneficiary:** National Academy of Human Resource Development

Bank: Kotak Mahindra Bank. A/c No. 8912179265 IFSC Code. KKBK0004620

PAN: AAJFN7963N GSTIN: 07AAJFN7963N1ZF

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **16.01.2026**.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD