

Ref: LBL/05/26

17.11.2025

## **WORKSHOP ON LABOUR LAWS AND HR COMPLIANCES AT GANGTOK, SIKKIM**

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 **Labour Laws & HR Compliances** is being organized by NAHRD from **13.05.2026** to **16.05.2026** at Gangtok, Sikkim.

The present workshop is for the benefit of Statutory Compliance and facility managers, Company Secretaries, Law Officers, HR Officers, Industrial Officers and consultants from their organizations. Major Labour Law reform is underway. There are various Labour Laws applicable to any organization. It is important that an organization is informed about the Labour Laws that are applicable to an organization. The present workshop aims at equipping the participants with the context of Labour legislation and recent Labour jurisprudence. The workshop aims at enabling the participants to acquire in- depth understanding of procedural as well as substantive aspect of Labour Laws. In addition, it aims at developing the understanding of these laws in the light of recent changes in Law as well as upcoming likely changes and latest decisions by various High Courts and Hon'ble Supreme Court of India. The present workshop will help the participants in updating themselves on statutory compliance to avoid penalties and non- compliance due to ignorance. 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
- Relevant provisions relating to wages
- The Payment of Bonus Act
- The Maternity Benefit Act
- The Employee Compensation Act
- The Payment of Bonus Act
- Employee State Insurance Act
- The Employee Provident Fund & Miscellaneous Provision Act
- Recent & Upcoming Labour Reforms

### **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 have 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.

**Sh. Ramesh L. Soni** is a highly qualified veteran in the field of administration of Labour Laws and Labour Welfare in the country. He is done his Bachelors in Science with Honours with a degree in law and diploma in Labour Laws and Labour Welfare from Mumbai University. He is an MBA in HR with masters in Personnel Management (HR) plus a Diploma in Personnel Management and Industrial Relations from coveted university and A.I.I.I from the Insurance Institute of India. He is providing consulting services in the field of Labour Laws for more than 35 years. He has contributed to a lot of articles on the present subject. He is a regular faculty on the present subject and is also a visiting faculty for a number of reputed institutes such as Bharatratna Dr. Babasaheb Ambedkar Institute of Management and Legal Research (Mumbai), Institute of Chartered Accounts of India (ICAI), Institute of Company Secretaries of India (ICSI) and many more. He is having huge experience in the field of Labour Laws and Statutory Compliances.

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, HUL, 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. 74,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 65,000/- plus GST @ 18% per participant

Non-Residential - Rs. 50,000/- 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:** The Fern Denzong Hotel & Spa/ Yanthang Heritage, Gangtok, Sikkim-737101

**Check In-** 13.05.2026 (02:00 P.M.)

**Check Out-** 17.05.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 14.05.2026 and will conclude at 5:30 P.M. on 16.05.2026. However, there will be an introductory session on 13.05.2026 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

**For further information or clarification kindly contact:**

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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 **28.04.2026**.

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