

Ref: LBL/05/26

05.02.2026

## **WORKSHOP ON NEW LABOUR CODES 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 **New Labour Codes and HR Compliances** is being organized by NAHRD from **13.05.2026 to 16.05.2026** at Gangtok, Sikkim.

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
- Navigating changes in compliance of the Codes
- Revisiting the HR Policies

### **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**

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been widely attended and highly appreciated by officers from a broad spectrum of Ministries, regulatory bodies, public sector undertakings, financial institutions, and academic institutions. These include the Ministry of Road Transport & Highways, Ministry of Commerce & Industry, Ministry of Agriculture, Reserve Bank of India, SEBI, TRAI, Election Commission of India, Directorate of Advertising & Visual Publicity; leading PSUs and organizations such as LIC of India, Coal India Limited, Engineers India Limited, Indian Oil Corporation Limited, BPCL, HPCL, GAIL (India) Limited, NTPC Limited, NLC India Limited, NHPC, THDC India Limited, REC Limited, RailTel Corporation Limited, DFCCIL, HUDCO, ONGC, HAL, ISRO, Bharat Dynamics Limited, IREDA, New India Assurance Co. Ltd., FSSAI, Tariff Authority of Major Ports, DMRC, Mumbai Metro Rail Corporation, and Rail Land Development Authority; major banks and financial institutions including SBI, Bank of Baroda, Punjab National Bank, NABARD, IDBI Bank, Syndicate Bank, and EXIM Bank; along with leading academic and research institutions such as IITs, NITs, IIITs, IIMs, IHMs, Delhi University, Export Inspection Council of India, Quality Council of India, and Spices Board, among many others

## **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. 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

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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.

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