

Ref: LBL/07/26

16.05.2026

ONLINE WORKSHOP ON NEW LABOUR CODES AND HR COMPLIANCES

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

An online workshop on **New Labour Codes and HR Compliances** is being organized by NAHRD from **21.07.2026 to 22.07.2026**.

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

Sh. Rajan Verma is former advisor to Ministry of Labour & Employment, Government of India. He has retired from the post of Chief Labour Commissioner (Central), Government of India in year 2020. He is M.Com, LLB and Post Graduate in Labour Laws with Post Graduate in Industrial Relations & Personnel Management. He has 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 Janario, Brazil; Review of Conventions & Recommendations at ILO Geneva, Switzerland and Disputes Resolution Mechanism workshop by ILO at Dhaka, Bangladesh

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,, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization 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., Bureau of Indian Standards and many more.

Participation Fee: Rs.11,000/- plus GST @ 18% per participant

Date & Timings:

21.07.2026 Tuesday (10:00 to 13:15 hours)

22.07.2026 Wednesday (10:00 to 13:15 hours)

Relevant link for registration will be sent to all the participants 2 days before the workshop. Participants will also be awarded with digitally signed certificate after successful completion of the workshop.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID. Kindly also provide GSTIN of your organization at the time of nomination. Please note that participation fee is to be paid at the time of nomination. For making payment through NEFT, details are as under:

Name of Beneficiary: National Academy of Human Resource Development

Bank: Kotak Mahindra Bank. **A/c No.** 8912179265. CA.

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