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07.09.2026

WORKSHOP ON EMPOWERING EMPLOYEE ASSOCIATIONS, TRADE UNIONS & LEADERS: LAW, POLICY AND NEGOTIATION AT JIM CORBETT, UTTARAKHAND

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. Our workshops have been widely attended and appreciated by officials of organizations across the country.

A workshop on **Empowering Employee Associations, Trade Unions & Leaders: Law, Policy And Negotiation** is being organized by NAHRD from **16.12.2026 to 19.12.2026** at **Jim Corbett National Park & Nainital, Uttarakhand**.

Employee representation in organizations today extends beyond traditional trade unions. Trade unions, staff and employee associations, SC/ST/OBC welfare associations, PwD associations and other employee welfare bodies engage with management on matters relating to representation, reservation, workplace rights, welfare, service conditions and organizational policies. Officers dealing with such matters therefore require a sound understanding of the applicable legal and policy framework as well as the skills required for constructive negotiation and conflict management.

In present context, the rulebook itself has moved. The four new Labour Codes came into force on 21 November 2025, subsuming twenty-nine central labour enactments, with the Central Rules notified in May 2026. On the reservation side, the Department of Personnel & Training issued fresh consolidated instructions in August 2026, updating the earlier consolidations of 2022 and 2024. Therefore, employee as well as union representatives today operate within a complex framework of laws, policies and regulations governing employment and workplace relations.

The present programme is designed to strengthen participants' knowledge of the statutory and administrative framework governing employee representation, reservation and affirmative action, disability inclusion, industrial relations and grievance redressal. It also focuses on the practical dimensions of negotiation, employee-management engagement and behavioural skills required to manage disagreement while balancing legitimate employee concerns with organizational objectives.

Thus, this program **aims at empowering employee representatives and officers dealing with employee/association matters by enhancing their legal, policy, industrial-relations and behavioral knowledge base.**

Program Coverage

- Constitutional Framework of Equality, Reservation & Affirmative Action – Articles 14, 15(4), 15(5), 15(6), 16(4), 16(4A), 16(4B), 16(6), 46 and 335; 102nd, 103rd and 105th Constitutional Amendments; distinction between constitutional reservation, statutory provisions and administrative instructions.
- Reservation Policy for SC/ST/OBC/PwD
- Reservation in Promotion & Establishment Administration
- Overview of the New Labour Codes
- Industrial Relations Code, 2020 & Industrial Relations (Central) Rules, 2026
- Employee/Association Representations & Grievance Handling
- Negotiation & Collective Bargaining
- Management–Association Conflict Management & Behavioural Skills
- Responsibilities & duties of Trade Union/Association Leaders

Workshop Methodology

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

Faculty

Sessions will be conducted by senior resource persons drawn from labour administration, reservation policy administration and management and behavioural training, each with direct working experience of the subject. The faculty panel will be intimated to nominated participants ahead of the workshop.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to Ministry of Agriculture, Ministry of Road Transport & Highways, Ministry of Commerce & Industry, LIC of India, Reserve Bank of India (RBI), Securities & Exchange Board 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, State Bank of India, 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, North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Bharat Dynamics Ltd. and many more.

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.

Participants can also avail complimentary return bus transfers from New Delhi to Ramnagar. Bus will leave from New Delhi (Central/ South Delhi) for Jim Corbett at 12:00 P.M. on 16.12.2026 and drop at (Central Delhi) is tentatively scheduled at 5:00 P.M. on 20.12.2026. Pick and drop location will be intimated to the participants interested in availing complimentary transfer service one week before the workshop. Participants coming from cities other than New Delhi who wish to avail the bus transfers are requested to book their travel accordingly. Please note that there shall be only one pick and drop point at New Delhi and no request for a different point shall be entertained.

Venue: 4 star property at Jim Corbett National Park (details will be provided one week before the workshop)

Check In- 16.12.2026 (02:00 P.M.)

Check Out- 20.12.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 17.12.2026 and will conclude at 5:30 P.M. on 19.12.2026. However, there will be an introductory session on 16.12.2026 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

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 nomination participant(s) is not able to attend the workshop due to any reason and no substitution is made; fees shall be payable. Limited seats available for the present workshop and hence the nominations will be accepted on first-cum-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