

Ref: LBL/02/27

14.09.26

**WORKSHOP ON ALIGNING HR POLICIES IN VIEW OF NEW LABOUR
CODES AT UDAIPUR**

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 **Aligning HR Policies in view of New Labour Codes** is being organized by NAHRD from **28.02.2027 to 03.03.2027** at Udaipur.

The Government of India has consolidated and rationalized 29 Central Labour Acts into four Labour Codes — **The Code on Wages, 2019; The Industrial Relations Code, 2020; The Occupational Safety, Health & Working Conditions Code, 2020; and The Code on Social Security, 2020**. The Compliance Handbook for Employers under the Four Labour Codes highlights simpler procedures and reduced compliance through measures such as a single electronic return and fewer forms and registers. For HR functions, the Codes require organisations to review wage and payment practices, appointment documentation, working hours and overtime, industrial relations and grievance mechanisms, workplace safety and welfare, contract labour arrangements, and social-security benefits. The workshop will focus on aligning the HR policies and processes with these requirements. After participating in the workshop, the trainee officers shall have updated their knowledge and skills in the following areas:

- Statutory Compliances and Returns for Organisations
- Understanding the key changes, objectives & features of the Four Labour Codes
 - Codes on Wages, 2019
 - Codes on Social Security, 2020
 - Industrial Relations Code, 2020
 - OSH & Working Conditions Code, 2020
- Roles and responsibilities of employers, employees and statutory authorities under the Labour Codes
- Registers, Records and Notices – Attendance, wages, overtime, deductions, wage slips and mandatory displays
- Contract Labour & Inter-State Migrant Workers – Employer/contractor obligations and welfare requirements
- Navigating changes in statutory compliance, registrations, licences and electronic returns
- Reviewing and aligning existing HR Policies and employment practices with the Four Labour Codes
- Developing an HR Compliance Action Plan covering monthly, annual and event-based requirements

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 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, DMRC, 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, Bharat Dynamics Ltd., Bureau of Indian Standards and many more.

Participation Fee

Single Occupancy - Rs. 74,000/- plus GST @ 18% per participant

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

Non-Residential - Rs. 55,000/- 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: Hotel Radisson, Lake City Mall, Udaipur, Rajasthan, 313001

Check In- 28.02.2027 (02:00 P.M.) **Check Out-** 04.03.2027 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 01.03.2027 and will conclude at 5:30 P.M. on 03.03.2027. However, there will be an introductory session on 28.02.2027 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