



National Productivity Council

Training Programme on **LABOUR LAWS & LABOUR CODES**

PROGRAMME CODE: (T2425PAT07)

**24-28 MARCH 2025
(GANGTOK, SIKKIM)**



1. ABOUT NPC

National Productivity Council (NPC) is an autonomous organization under the Department of Promotion of Industry and Internal Trade, Ministry of Commerce & Industry, Government of India. The present expertise available in NPC has a resource base of professionals from fields such as Economics, Industrial Engineering, Human Resource Management, Energy, Environment, IT, Project Monitoring and Evaluation, Research Studies and Baseline Surveys. In addition, services of external professionals and subject matter specialists are also sought on need basis, depending upon the nature and scope of work. NPC extends services from its headquarter at New Delhi and 12 regional offices across the country manned by more than 100 full time professionals. NPC has professionals from diverse fields to provide Consultancy, Capacity Building and Project Monitoring Unit (PMU) services to various organisations including Central Government Ministries and State Governments.

2. PROGRAMME THEME

As we enter 2025, labour laws compliance have become more important. With the changing landscape of the modern workplace, businesses must understand and comply with labour laws to protect the rights of their employees, avoid legal and financial consequences, maintain a positive company culture, keeping up with changes in Labour Laws and retaining top talents. Labour laws cover many issues, including minimum wages, working hours, overtime pay, sick leave, vacation time, Contract Labour, Industrial Disputes, Gratuity, ESI and more. Compliance with the labour laws is a legal obligation and a moral responsibility for businesses.

In 2019, the central Government introduced four bills on Labour Codes to consolidate 29 Central Laws. These are codes on Wages, Industrial Relations Code, Social Security Code and Occupational Safety, Health and Working Conditions Codes .While the Wages Code waspassed in 2019, the other three bills were referred to a Standing Committee on Labour. As per the recommendations of the Committee, the government replaced these bills with new ones in 2020, and were passed.

3. LEARNING OBJECTIVES

- ❖ To give deep insight to the participants into the Principalfeatures of the various Acts.
- ❖ To make the participant understand the implications of the different Provisions in the Acts.
- ❖ To know the recent major changes in the Acts.
- ❖ To give an over-view on the new four labour codes

4. BROAD PROGRAMME COVERAGE

The Training program shall tentatively cover the following aspects.

- ❖ History & Importance of Labour Laws – an overview
- ❖ The Factories Act , 1948
- ❖ The Industrial Disputes Act , 1947
- ❖ The Contract Labour (Regulation and Abolition) Act , 1970
- ❖ Overview on four new labour Codes
- ❖ Labour Codes : Freedom from Web of labour legislation
- ❖ Right to minimum wages for everyone
- ❖ Social Security for everyone
- ❖ Labour Codes : Analysis in details

5. METHODOLOGY

Methodology of the training program would be participative in nature. The sessions would be based on conceptual deliberations, case studies, success stories and group exercises/discussions.

6. PARTICIPANTS' PROFILE

Officials from Central & State Government Departments, Academic Institutions, Public Sector Undertakings, Private Sector Units, Co-operative Sector Organizations, Financial Institutions, NBFCs, Corporations, Labor Unions/Associations.

7. FACULTY

The faculty for the training programme will comprise of senior NPC Experts & other renowned and experienced Trainers from the respective field.

8. PROGRAMME FEE & VENUE

Programme Code	<i>T2425PAT07</i>	
Program Venue	Gangtok, Sikkim	
Programme Fee	Residential Participants ₹ 60,000 /- + 18% GST	Non-Residential Participants ₹ 44,000 /- + 18% GST
For Residential Participants	Check-in at hotel - <i>24th March 2025 (A/N)</i> Check-out from Hotel - <i>28th March 2025 (F/N)</i>	

9. PAYMENT DETAILS

Programme fee inclusive of GST to be paid in advance and proof of payment to be attached along with application form.	Online Registration and Payment System
<ul style="list-style-type: none">• ECS Payment Details: Indian Overseas Bank, 70, Golf Link, New Delhi Branch;• A/c No. 026501000009207, IFSC Code. IOBA0000265• DD/Cheque should be drawn in the name of NATIONAL PRODUCTIVITY COUNCIL payable at NEW DELHI• NPC'S PAN No: AAATN0402F, NPC'S GSTIN: 10AAATN0402F2ZK	Nomination for the programme and payment can be done online by visiting https://www.npcindia.gov.in/NPC/User/TrainingHeadQuarter (Challan generation, NEFT, RTGS are also available for payment)

As per GOI notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading 9992 (at page no. 19 of the notification) No GST is applicable where Services provided to the Central Government, State Government, UT Administration under any training programme for which total expenditure is borne by the Central Government, State Government, UT Administration.



HOW TO APPLY

- Please apply in prescribed application format enclosed with this brochure. Nominations may be sent to the following address:
- Last date for Receiving of nominations: (two weeks before the scheduled date of programme)

J K Singh
 Regional Director,
National Productivity Council
 3rd floor, Sudama Bhawan, Boring Road
 Crossing, Patna- 800 001

Phone :0612-2558311,
 Mobile :+91-6202565271
 Email :jk.singh@npcindia.gov.in ,
patna@npcindia.gov.in

Sh. Sailesh Kumar Vimal
 Dy. Director
 Email: sk.vimal@npcindia.gov.in
 Ph: 0612-2558311
 Mobile No.: +91-7888724793



NATIONAL PRODUCTIVITY COUNCIL
5-6 Institutional Area, Lodhi Road, New Delhi – 110003

APPLICATION FORM FOR NOMINATIONS

Title of Programme: **Labour Laws & Labour Codes**

Programme Code: **T2425PAT07**

Programme Duration: **24 – 28 March 2025** Venue/ Location: **Gangtok**

Select Participation on Residential Basis OR Non-Residential Basis

Details of Nominated Participants:

S. No	Name of Delegate	Designation	Mobile No.	Email ID	Participant Organisation Address (kindly provide full address of correspondence)
1					
2					
3					
4					
5					

Details of Nominating Authority:

S. No	Name of Nominating Authority	Designation	Mobile No.	Email ID	Nominating Authority Organization Address (kindly provide full address of correspondence)
1					

Select, if Organization is **GST Exempted** OR Select, if Organization is **Not GST Exempted**

SELF DECLARATION ON GST EXEMPTION (OPTIONAL)

As per GST notification No. 9/2017-Integrated Tax (Rate) dated 28.06.17, Sr. No. 75, Heading 9992 (at page no. 19 of the notification) No GST is applicable where Services provided to the Central Government, State Government, UT Administration under any training programme for which total expenditure is borne by the Central Government, State Government, UT Administration.

- I/We hereby declare that we meet all the conditions stipulated in the aforementioned GST notifications and qualify for exemption from GST payment for the training program mentioned above.
- I/We acknowledge that any breaches or non-compliance with the specified conditions may result in the collection of GST, interest, and penalty amounts by NPC on behalf of the GST department at a later stage whenever the GST department raises the same to NPC.
- I/We also declare that it is the responsibility of the participant organization to verify their eligibility to avail the benefit, and NPC is not responsible for checking the eligibility. *I certify that the above information is correct

Signature: _____ Date: _____ and Place: _____

For Organisation who are Not Exempted and having GST registration GST No. (Mandatory) _____
(Kindly provide the GST number of organisation on which GST Invoice to be raised)
Organisation PAN No. (Optional) _____
Organisation TAN No. (Mandatory on TDS deduction)) _____

DECLARATION

*I certify that the above information is correct

Signature: _____ Date: _____ and Place: _____

10. GENERAL INSTRUCTIONS

- ❖ Due to limited number of seats, it is recommended to send the nominations as per attached format at the earliest, for ensuring the availability. Acceptance of the nominations is subject to the seat availability and receipt of programme fee latest by the last date for nominations.
- ❖ The Residential programme fee covers the professional fees towards training, board & lodge of the Participant(s). The fee once deposited is non-refundable, however, substitutions are allowed.
- ❖ Each participant should carry their ID cards and necessary letters / orders issued by their department for attending the training program.
- ❖ The Non-Residential programme fee covers the professional fee towards training, lunch and refreshments during the training program. The fee once deposited is non-refundable, however, substitutions are allowed.
- ❖ NPC shall not bear any charges towards participants' to &fro travel from their residence / place of stay and the training program venue. All participants shall make their own arrangement to reach the venue on time as per the programme schedule.
- ❖ Participants are requested to assure their health and safety during the training period and NPC will not be liable for medical expenses incurred by the participants during the program.
- ❖ NPC will not provide boarding and lodging before and after the dates of programme. Participants planning to stay longer than the scheduled duration should arrange the same at their own cost.
- ❖ Settlement of additional bills: The hotel will be instructed to open separate folio for each participant. Participants may directly settle their additional dues regarding family member, laundry, telephone, mini bar, room service, overstay etc. with the hotel before checkout.
- ❖ The participants shall be awarded Certificate of Participation on successful completion of programme.
- ❖ Any other terms and conditions apply as may be notified by NPC at any point of time.
- ❖ Referring to GST guidelines, you are requested to confirm the applicability of GST payment for your department.
- ❖ Participants are required to follow the necessary COVID protocols during training.