

No. PRG/IRP/04/25
May 16, 2025

Subject: Training Programme on Fundamentals of Labour Codes from August 04-08, 2025 at VVGNI Campus, NOIDA.

Dear Sir/Madam,


The Institute is organising a Training Programme on **Fundamentals of Labour Codes** from August 04-08, 2025 at its Campus at NOIDA. The programme is for management personnel and trade union leaders.

The programme is designed to develop awareness regarding the context of Labour Legislation and Labour Jurisprudence. The programme aims at enabling the participants to acquire an in-depth understanding of procedural as well as substantive aspects of Industrial Relations Laws, Wage Laws, Social Security Laws and the Laws relating to Contract Labour. In addition, it aims at developing the understanding of these laws in the light of latest decisions of the Supreme Court and the High Courts.

The enclosed brochure provides details of specific objectives, the methodology and the fee for the programme.

As the numbers of seats are limited, all nominations will be short-listed on a first-come-first serve basis.

We request you to please send your nominations with the requisite fee at the earliest.

 Yours sincerely,
Nagesh Nitla
(Programme Officer)

To:

- Public Sector Undertakings
- Private Sector Undertakings
- Government Establishments

वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V.V. GIRI NATIONAL LABOUR INSTITUTE

(An Autonomous Body of Ministry of Labour and Employment, Government of India)



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पीआरजी/आईआरपी/04/25

मई 16, 2025

विषय: वी वी गिरि राष्ट्रीय श्रम संस्थान, नौएडा में 04-08 अगस्त, 2025 के दौरान आयोजित श्रम संहिता के मूल सिद्धांतों पर प्रशिक्षण कार्यक्रम

महोदय / महोदया,


वी वी गिरि राष्ट्रीय श्रम संस्थान, नौएडा अपने परिसर में 04-08 अगस्त, 2025 के दौरान श्रम कानूनों के आधारभूत/ बुनियादी तत्व विषय पर एक प्रशिक्षण कार्यक्रम का आयोजन कर रहा है। यह कार्यक्रम प्रबंधन कार्मिकों और ट्रेड यूनियन नेताओं के लिए तैयार किया गया है।

यह कार्यक्रम श्रम विधान और श्रम विधिशास्त्र के संदर्भ में जागरूकता विकसित करने के लिए तैयार किया गया है। इस कार्यक्रम का उद्देश्य प्रतिभागियों को औद्योगिक संबंध कानूनों, मजदूरी कानूनों, सामाजिक सुरक्षा कानूनों तथा संविदा श्रम से संबंधित कानूनों की प्रक्रियागत के साथ-साथ इनके सारभूत पहलुओं की सम्पूर्ण जानकारी प्राप्त करने में सक्षम बनाना है। इसके अतिरिक्त, इस कार्यक्रम का उद्देश्य उच्चतम न्यायालय एवं उच्च न्यायालयों के नवीनतम निर्णयों के आलोक में इन कानूनों की जानकारी विकसित करना है।

संलग्न विवरणिका में कार्यक्रम के विशिष्ट उद्देश्यों, कार्यप्रणाली तथा कार्यक्रम शुल्क से संबंधित विवरण दिए गए हैं। इस कार्यक्रम में सीटों की संख्या सीमित होने के कारण नामांकनों का लघुसूचीयन पहले आओ-पहले पाओ के आधार पर किया जाएगा।

आपसे अनुरोध है कि कृपया अपने नामांकन अपेक्षित शुल्क के साथ जल्द से जल्द भेजें।

सादर,

 भवदीय,
नागेश नितला
(कार्यक्रम अधिकारी)

सेवा में,

- सार्वजनिक क्षेत्र के उपक्रम
- निजी क्षेत्र के उपक्रम
- सरकारी प्रतिष्ठान

Training Programme On Fundamentals of Labour Codes

**August 04-08, 2025
V. V. Giri National Labour Institute
Campus, NOIDA**



**V.V. Giri National Labour Institute
Sector – 24
Gautam Budh Nagar
Noida Uttar Pradesh-201301**

COURSE DIRECTOR

Dr. Otojit Kshetriymayum, Fellow
otojit.vgnli@gov.in

COMMUNICATIONS

Mr. Nagesh Nitla
Programme Officer
Phone: 0120- 2411533-35
Phone 0120- 2411471
vvgnlitraining1@gmail.com
Website: www.vvgnli.gov.in

5 DAYS TRAINING PROGRAMME ON FUNDAMENTALS OF LABOUR CODES

INTRODUCTION

- India's labour law framework has undergone a major transformation through the consolidation of 29 existing labour laws into four comprehensive Labour Codes:
- Code on Wages, 2019
- Industrial Relations Code, 2020
- Code on Social Security, 2020
- Occupational Safety, Health and Working Conditions Code, 2020
- These Codes aim to simplify and modernize labour regulations, improve compliance, enhance ease of doing business, and ensure better protection and welfare for workers. With implementation imminent, it is essential for all stakeholders—government officials, employers, and trade union leaders—to have a clear understanding of the fundamentals of these Codes.

AIM OF THE TRAINING

- To equip participants with a sound understanding of the four Labour Codes and their implications on labour governance, compliance mechanisms, industrial relations, and social security frameworks.
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OBJECTIVES

- By the end of the training, participants will be able to:
- Understand the structure, scope, and objectives of each Labour Code key changes introduced in comparison to previous labour laws
- Interpret compliance requirements and their implications for organizations
- Examine the roles and responsibilities of employers, employees, and enforcement agencies
- Understand grievance redressed, conciliation, and dispute resolution mechanisms under the new legal regime
- Appreciate the perspectives of multiple stakeholders including trade unions, inspectors-cum-facilitators, and HR managers

COURSE PROFILE

- The 5-day programme will cover:

Day 1: Overview of Labour Law Reforms in India

- Historical background
- Need for codification and simplification
- Introduction to the Four Labour Codes

Day 2: The Code on Wages, 2019

- Key definitions: wages, employee, contractor
- Provisions on minimum wages, payment of wages, equal remuneration
- Compliance and penalties

Day 3: The Industrial Relations Code, 2020

- Standing orders, strikes and lockouts
- Grievance redressed and dispute settlement mechanisms
- Role of Trade Unions and Industrial Tribunals

Day 4: The Code on Social Security, 2020

- Applicability and coverage
- Schemes for workers in organized, unorganized and gig economy sectors
- Role of aggregators and compliance under ESIC/EPF provisions

Day 5: The Occupational Safety, Health and Working Conditions Code, 2020

- Employer obligations regarding workplace safety
- Working hours, leave, welfare facilities
- Health and safety standards for various sectors (factories, construction, mines)
- Role of inspector-cum-facilitator

METHODOLOGY

- The training will adopt an interactive and participatory approach, including:
- Expert Lectures by subject specialists and practitioners
- Case Studies on real-world implementation issues
- Group Discussions and Scenario-Based Exercises
- Role-Plays on dispute resolution and negotiation
- Panel Discussions with representatives from government, industry, and trade unions
- Q&A Sessions for clarification and deeper engagement

WHO SHOULD ATTEND?

- Middle-level officers from Central and State Government Departments
- Officials from PSUs and Private Sector Undertakings
- HR and IR professionals
- Representatives of Trade Unions and Labour Welfare Boards

LEARNING MATERIALS:

- Printed handbooks/notes on each labour code.
- PowerPoint presentations.
- Access to updated legal texts and notifications.
- Case study booklets and scenario worksheets.

FACULTY & RESOURCE PERSONS:

- VVGNI faculty & Labour law experts
- HR/legal professionals from PSUs
- Representatives from Ministry of Labour or related regulatory bodies

EVALUATION & FEEDBACK

- Daily Reflection/Quiz
- End-of-Course Assessment
- Participant Feedback Form

CERTIFICATION

Participants will receive a Certificate of Participation upon successful completion of the training.

PARTICIPATION LEVEL

Middle level executives of govt., public sector and private sector undertakings and representatives of trade unions/Associations/Federations.

DATE AND DURATION

August 04-08, 2025

The programme will commence on August 04, 2025 at 10:00 a.m. and conclude on the August 08, 2025 (afternoon).

VENUE

V.V. Giri National Labour Institute
Sector – 24, NOIDA – 201 301
Distt. Gautam Budh Nagar
Uttar Pradesh

The Institute campus is situated near Prakash Hospital and NTPC Office. The distance of the campus from New Delhi Railway Station is 20 Kms and 1.5 Kms from Metro Railway Station, Noida City Centre.

STAY ARRANGEMENT

Stay arrangement will be made in the hostel of the V. V. Giri National Labour Institute. The boarding and lodging for residential participants will be provided from the afternoon August 03, 2025 till the forenoon of August 09, 2025. The accommodation

would be on twin sharing basis. For extended stay or early arrival, lodging & boarding charges would be borne by the participants.

PROGRAMME FEE

Rs. 23250/- +18% GST per residential participant on single occupancy basis
Rs. 21000/-+ 18% GST per residential participant on double occupancy basis.
Rs. 18,000/- + 18% GST per non- residential participants.

The fee is payable in advance by NEFT/ECS in favour of V. V. Giri National Labour Institute, Noida. The fee is not refundable once the nomination is accepted. The bank details are as given below:

Name of the Bank	: Indian Overseas Bank
Address of the Bank	: Nithari, Noida 201301
A/C Number	: 059702000001131
Type of Account	: Current Account
MICR cord	: 110020029
NEFT/ IFSC code	: IOBA0000597
Pan Card No.	: AAAAV5227F
GST No	: 09AAAV5227F1ZI

COURSE DIRECTOR

Dr. Otojit Kshetriymayum

Besides the VVGNI faculty, eminent speakers from Industry, Universities and other academic institutions will also be invited to interact with the participants.

COMMUNICATIONS

All communications should be addressed to:

Programme Section
V.V.Giri National Labour Institute
Sector – 24, NOIDA- 201301
Distt. Gautam Budh Nagar
Uttar Pradesh
Telephone: 2411533-35
Fax No. : 2411471
STD code - 0120
Email: vvgnlitraining@gmail.com
Website : www.vvgnli.gov.in

Note: Those calling on STD from outside Delhi please dial 0120 before the above numbers. The Institute works five days a week. (Monday – Friday)

**V.V.Giri National Labour Institute
NOIDA
Training Programme on Fundamentals of Labour Codes
August 04-08, 2025**

NOMINATION FORM

Nominee's full name Mr. /Ms.
(In block letters)

Name of the organisation

Designation

Whether SC/ ST/OBC/General

Address (Office)

Telephone (O).....(R)

GST No. Email

Single Occupancy/Residential/Non-residential (Put ✓ Mark)

Date

(Signature)

Mail to:

All Correspondence should be addressed to:

Programme Section
V.V.Giri National Labour Institute
Post Box No. 68, Sector – 24
NOIDA, Distt. Gautam Budh Nagar
Uttar Pradesh – 201 301

Telephone: 2411534, 2411471, 2411536

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STD Code - 0120

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