



ENGINEERING STAFF COLLEGE OF INDIA



Autonomous Organ of The Institution of Engineers (India)
(IMS [ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018],
ISO/IEC 17025:2017 Certified, AICTE & CEA Recognized Institution)
Old Bombay Road, Gachibowli, Hyderabad – 500 032. Telangana, India

Management and Technology Division

3-Day Hybrid (Offline & Online) Continuing Professional Development Programme on **Industrial Relations Management and Labour Law Compliance**

Dates: 04 – 06 May 2026
at ESCI Campus, Hyderabad

INTRODUCTION

In the present era of economic transformation, policy reforms, and increasing emphasis on transparency and accountability, the role of Industrial Relations (IR) and Labour Law Compliance has become more critical than ever, particularly within Public Sector Undertakings (PSUs) and Government organizations. With the evolving landscape of labour reforms, including the transition towards consolidated labour codes, managers are expected to balance organizational objectives with statutory obligations and workforce welfare. It aims to strengthen their capacity to effectively manage employer & employee relations in a complex administrative and regulatory environment, while ensuring adherence to the latest legal and policy frameworks.

This program will provide a structured understanding of industrial relations mechanisms within the public sector context, including handling trade unions, grievance redressal systems, disciplinary procedures, and dispute resolution processes. Special emphasis will be placed on compliance with evolving labour laws, audit readiness, vigilance perspectives, and the implications of recent labour codes on wages, social security, industrial relations, and occupational safety. Participants will also engage with practical case studies drawn from government and PSU settings, enabling them to address real-life challenges such as managing workforce diversity, maintaining industrial peace during change initiatives, and responding to inspections and statutory audits.

By the end of the program, participants will be better equipped to foster harmonious industrial relations, ensure robust legal compliance, mitigate risks, and contribute to efficient, transparent, and accountable governance in their respective organizations.

OBJECTIVES:

The core objectives of the training Programme

- Understand industrial relations frameworks in PSUs and Government organizations.
- Gain working knowledge of labour laws and new labour codes.
- Handle trade unions, grievances, and dispute resolution effectively.
- Ensure statutory compliance and improve audit readiness.
- Promote industrial harmony with accountability and efficiency.

COURSE COVERAGE

The following topics will be deliberated during the training Programme:

- **Industrial Relations Framework** – IR systems in PSUs and Government organizations
- **Labour Laws & Codes** – Key laws and overview of new labour codes
- **Trade Unions & Bargaining** – Recognition and collective bargaining processes
- **Grievance & Discipline** – Redressal mechanisms and disciplinary procedures
- **Dispute Resolution** – Handling industrial disputes and legal processes
- **Compliance Management** – Statutory registers, returns, and documentation
- **Inspections & Vigilance** – Audits, inspections, and vigilance perspectives
- **Employee Welfare & Safety** – Wages, social security, OSH, and workplace harmony

METHODOLOGY

Our core curriculum of knowledge facilitation includes workshop sessions with lecture/discussion with audio visual aids, demonstration and practice, bench marked practices if any, video shows, Chalk & Talk sessions, group discussions, case studies, debates, sharing of experiences, etc. All the sessions will be interactive demanding active participation from all the members.

TARGET PARTICIPANTS

The Programme is intended for Officers, Managers, and Executives from PSUs, State Government, and Central Government organizations involved in industrial relations, HR, and Labour law compliance. It is particularly relevant for HR/Personnel professionals, Administrative Officers, Line Managers, and Unit Heads handling employee relations, disciplinary matters, and statutory compliance across sectors such as Power, Mining, Manufacturing, Oil & Gas, Transport, Ports, Defence, and other public sector organizations.

COURSE OUTCOME

The advantages of attending the training program include

- Apply industrial relations practices effectively in government and PSU settings.
- Interpret and ensure compliance with labour laws and new labour codes.
- Manage trade unions, negotiations, and workplace disputes.
- Implement grievance handling and disciplinary procedures.
- Handle inspections, audits, and statutory compliance efficiently.
- Foster a harmonious, compliant, and productive work environment.

EXPERT FACULTY

The faculty for the Programme consists of Eminent Experts from various Research and Manufacturing organizations besides the core faculty from ESCI.

PROGRAMME DIRECTOR

Dr. US JYOTHI, *FIE*
Sr. Faculty & Head
Management & Technology Division, Engineering
Staff College of India
Old Bombay Road, Gachibowli, Hyderabad - 500032
Mob: 99592 24748 / Ph: 040-66304111/4112/4105
Email: mtmkt@escihyd.org/mt@escihyd.org

PROGRAMME COORDINATOR

Dr. KATTI. BHARATH, *M.Tech, Ph.D (NIT-Warangal)*
Faculty & Course coordinator
Management & Technology Division,
Engineering Staff College of India
Mob: 7799114919 / Ph: 040-
66304111/4112/4105
Email: mtmkt@escihyd.org/mt@escihyd.org

PROGRAMME DATES & TIMINGS

Dates: 04 – 06 May 2026

Timings: On the first day Registration will commence at 09:00 Hrs. On all other days the programme timings will be from 09:45-17:15 Hrs with breaks in between for tea and lunch.

COURSE FEE: Rs.18,000/- (Rupees Eighteen Thousand only) per Participant + GST@18% Extra. Fee includes, course material, course kit, twin-sharing/single AC accommodation as per availability, breakfast, lunch, dinner, tea / coffee and snacks during the actual days of training programme.

Online: WebEx platform

Rs. 10500 /- (Rupees Ten Thousand and Five Hundred only) per participant + GST@18% Extra.

DISCOUNTS

- **Non-Residential Fee:** 10% discount on course fee is allowed for non-residential participants.
- **Group Discount:** Additional 10% discount for three or more participants if sponsored by the same organization.

Note: GST Nil for Central Govt. Departments (like DRDO, DGQA & Govt. Departments).

PAN Card No AAATT3439Q; GST No. 36AAATT3439Q1ZV. H.S. No. 999293 (Under commercial training or coaching services – clause 65(105) (ZZC) of Finance act – 1994).

Programme fee is to be paid in in favor of **“THE INSTITUTION OF ENGINEERS (INDIA) – ENGINEERING STAFF COLLEGE OF INDIA”** in the form of demand draft payable at Hyderabad. Alternatively, the payment may be made by Electronic Fund Transfer (EFT) to ESCI - **SB A/c No.0432104000039631 with The IDBI Bank Ltd., Gachibowli Branch, Plot No. 2-53/2, JNIBF, IIIT Junction, Gachibowli, Hyderabad-500032 by RTG’s/ NIFT / IFSC Code No: IBKL0000432**. While using EFT method of payment, please ensure to communicate us your company name, our Invoice reference and programme title.

CERTIFICATION

A Certificate of participation will be awarded to each participant on conclusion of the programme.

GENERAL INSTRUCTIONS

- ESCI encourages participants to present case studies from their respective organizations
- ESCI provides complimentary accommodation and boarding to the participants one day before commencement (Check-in 1200 h) and one day after conclusion (Check-out 1200 h) of the programme duration. Overstay charges will be applicable as per ESCI rules (subject to availability of accommodation).
- Well-developed Information Centre and Internet facilities are available to the participants free of cost.