

No. EDN-H (21) B (15) 47/2023-(ALL TYPE TRAININGS)

Directorate of Higher Education
Himachal Pradesh, Shimla-1

Telephone No. 0177-2653575, Extn. 234, Fax: 2812882,

E-mail: dhe-sml-hp@gov.in, genbr@rediffmail.com



Dated: Shimla-171001, the _____ July, 2023

To

- 1 All the Principals, Government Degree Colleges, in Himachal Pradesh.
- 2 All the Deputy Director of Higher Education, in Himachal Pradesh.

- Subject: -**
- 1 Workshop on Labour Laws and HR Compliances at JIM Corbett Park, Uttrakhand.
 - 2 Workshop on HR Establishment Rules at JIM Corbett Park, Uttrakhand.
 - 3 Workshop on Preventative Vigilance at JIM Corbett Park, Uttrakhand.

Please find enclosed herewith copy of Ref. No. LBL/11/23-dated: 15/07/2023, Ref. No. ESR/11/23-dated: 15/07/2023 and Ref. No. AVG/11/23-dated: 15/07/2023 received from the Director, NAHRD, New-Delhi on the subject cited above.

In this connection, you are hereby directed to do the needful in the matter and send the action taken report to this Directorate through return Fax/E-mail as well as to the quarter concerned.

Enclosures: 09 Pages.

Director of Higher Education
Himachal Pradesh, Shimla-1

Endorsement No. Even, Dated: Shimla-1, the _____ July, 2023

Copy for information to;

- 1 The Director, National Academy of Human Resource Development, Office: A-304, Ground Floor, Defence Colony, New-Delhi refer to his/her References Number referred above.
- ✓ 2 The Technical Officer (Computer/IT Cell), Directorate of Higher Education, Himachal Pradesh to upload the letter on Departmental Website.
- 3 Guard file.

Director of Higher Education
Himachal Pradesh, Shimla-1

11/11
26/7/23

Ref: AVG/11/23

15.07.2023

Chief Vigilance Officer/ I/c (Vigilance)
Directorate of Higher Education, H. P.
Shimla,
Himachal Pradesh-171001



**WORKSHOP ON PREVENTIVE VIGILANCE AT JIM CORBETT NATIONAL PARK,
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. 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 **Preventive Vigilance** is being organized by NAHRD from **05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand.**

Central Vigilance Commission, Government of India has issued a circular regarding a 2 days training module on Preventive Vigilance which was developed by Central Vigilance Commission in consultation with various stakeholders. Also, the module prepared by CVC is for the benefit for officers working across all levels and departments in Ministries, Autonomous Bodies, Statutory Authorities, Universities, Public Sector Undertakings etc. The program has been designed to provide practical insight into the process of vigilance matters and other allied process. This workshop will help the officers to develop skills required for handling various types of vigilance cases. The present workshop is also for the benefit for officers who would like to being developed as Internal Faculty on the present subject for their respective organizations. After the workshop the participants shall have updated themselves in the following aspects:

- Significance of Vigilance in an organization
- Preventive Vigilance "A Conceptual Framework"
- Vigilance organizations and their functions
- Role & Functions of Chief Vigilance Officer
- Measures & Sources of Preventive Vigilance such as RTI, Complaints Handling, Whistle Blower, Procurement, e-Governance, Transparency etc.
- CVC Guidelines on Preventive Vigilance
- Preventive Vigilance in Procurement
- Panel Discussion on Preventive Vigilance as a Strategy

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

Sy. Saini
25/7

Gen

National Academy of Human Resource Development
Office : A-304, Ground Floor, Defence Colony, New Delhi-110024

Faculty

Sh. K.S. Kumar is former Director, Ministry of Defence and Ex-Officiating Director & HOD of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. He is accredited as a Master Trainer by the Training Division of Department of Personnel & Training, Govt. of India. He is a renowned trainer in the field of Disciplinary and Vigilance matters and is widely consulted on the subject. He has conducted more than 200 training programs for the Presenting Officers, Inquiry Officers and Vigilance Officers

Sh. M Sethu Ramalingam is former Deputy Director (Vigilance) of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. His previous postings were Deputy Chief (Legal) in CERC and Law Officer in Ministry of Defense. He is a renowned trainer in the field of Disciplinary and Vigilance matters and is widely consulted on the subject. He has conducted more than 200 training programs for the Presenting Officers, Inquiry Officers and Vigilance Officers of Central Government, State Governments and Public Sector Undertakings. He has also drafted "**Handbook for Inquiry Officers & Disciplinary Authorities-2013**" on behalf of **Government of India**. He is also practicing as an Advocate at Central Administrative Tribunal and Hon'ble High Court of Delhi.

Sh. Apendu Ganguly is former Director, Ministry of Defence, Government of India. During his service with Government of India, he has handled various personnel, establishment, administrative, legal and statutory matters. He has also served as full time faculty member with Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. In addition, he is a regular visiting faculty member with Delhi Judicial Academy, Defence Headquarters Training Institute, Defence Research & Development Organization, National Institute of Financial Management, Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India etc. He is having huge experience in vigilance, legal and establishment matters.

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, Ministry of Agriculture, 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, 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, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

Participation Fee:

Single Occupancy- Rs. 59,000/- plus GST @ 18% per participant

Twin Sharing- Rs. 50,000/- plus GST @ 18% per participant

Non Residential- Rs. 40,000/- 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: Tiaraa Hotels & Resorts, Jim Corbett National Park Ramnagar, Uttarakhand.

Check In- 05.11.2023 (02:00 PM)

Check Out- 09.11.2023 (11:00 AM)

The workshop will commence at 9:30 AM on 06.11.2023 and will conclude at 05:30 PM on 08.11.2023. In case of non-availability of Tiaraa Hotels & Resorts as on date of nomination, arrangements shall be made in some other property closer to the venue.

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:

Bank: Kotak Mahindra Bank. A/c No. 8912179265. CA. IFSC Code. KKBK0004620

PAN: AAJFN7963N

GSTIN: 07AAJFN7963N1ZF

For further information or clarification kindly contact:

Rohit Agarwal

Vivek Manchanda

Email- rohit@nahrd.in
Phone- +91 9873057803

Email-vivek@nahrd.in
Phone-+91 9650745789

Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case any nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited. Please note that we are going to follow all protective measures against COVID-19. Participants and their accompanying guests (if any) shall be required to fulfill all travel requirements as required by competent authorities at points of boarding and arrival. NAHRD shall not be responsible for the same. In addition, NAHRD may also require participants and their accompanying guests to fulfill certain requirement(s) which will be conveyed one week before the workshop.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **20.10.2023**

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

In addition, we also request you to consider nominating officers for our other workshops (August to December 2023). Details are as under:

- Workshop on **Work Life Balance & Stress Management** from 02.08.2023 to 05.08.2023 at Leh (Ladakh),
- Workshop on **Corporate Social Responsibility (CSR)** from 02.08.2023 to 05.08.2023 at Leh,
- Workshop on **Corporate Governance under Companies Law and LODR** from 02.08.2023 to 05.08.2023 at Leh (Ladakh),
- Workshop on **e-Governance & Cyber Security** from 22.08.2023 to 25.08.2023 at Singapore,
- Workshop on **Work Life Balance & Leadership Development** from 22.08.2023 to 25.08.2023 at Singapore,
- Workshop on **Rosters & Reservation in Services** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Disciplinary Rules & Procedures** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Right to Information** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Prevention of Sexual Harassment of Women at Workplace** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Pay Fixation Rules** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Management of Training & Training of Trainers** from 24.09.2023 to 27.09.2023 at Goa,
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- Workshop on **Government e-Marketplace (GeM) and Preventive Vigilance in Procurement** from 24.09.2023 to 27.09.2023 at Goa,
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- Workshop on **Project Management** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Handling of Court Cases** from 24.09.2023 to 27.09.2023 at Goa,
- **Capacity Building Program for Drawing & Disbursing Officers (DDOs)** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **HR Establishment Rules** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Labour Laws & HR Compliances** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,

- Workshop on **Preventive Vigilance** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Official Language (Rajbhasha)** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Right to Information** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands),
- Workshop on **Work Life Balance & Leadership Development** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands),
- Workshop on **Corporate Governance** from 13.12.2023 to 16.12.2023 at Port Blair,
- Workshop on **Corporate Social Responsibility (CSR)** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands) and
- Workshop on **Pay Fixation Rules** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands).

You are advised to kindly refer to brochures for details about these workshops such as course content, venue, profile of faculty members etc. Detailed brochures for these workshops are available on our website (www.nahrd.in).

For further information or clarification kindly contact:

Rohit Agarwal

Email- rohit@nahrd.in

Phone- +91 9873057803

Vivek Manchanda

Email- vivek@nahrd.in

Phone- +91 9650745789

In addition, we can also organize online/ offline customized workshops for your organization as per your requirement. You are kindly requested to make most of the opportunity and send your nominations at the earliest.

Ref: LBL/11/23

15.07.2023

Officer I/c (HR/Industrial Relations/Compliances)
Directorate of Higher Education, H. P.
Shimla,
Himachal Pradesh-171001

2023/36278
22-07-2023

**WORKSHOP ON LABOUR LAWS AND HR COMPLIANCES AT JIM CORBETT,
UTTARAKHAND**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., 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.

A workshop on **Labour Laws & HR Compliances** is being organized by NAHRD from **05.11.2023 to 08.11.2023** at **Jim Corbett National Park, Uttarakhand.**

The present workshop is for the benefit of Statutory Compliance and facility managers, Company Secretaries, Law Officers, HR Officers, Industrial Officers and consultants from their organizations. Major Labour Law reform is underway. There are various Labour Laws applicable to any organization. It is important that an organization is informed about the Labour Laws that are applicable to an organization. The present workshop aims at equipping the participants with the context of Labour legislation and recent Labour jurisprudence. The workshop aims at enabling the participants to acquire in-depth understanding of procedural as well as substantive aspect of Labour Laws. In addition, it aims at developing the understanding of these laws in the light of recent changes in Law as well as upcoming likely changes and latest decisions by various High Courts and Hon'ble Supreme Court of India. The present workshop will help the participants in updating themselves on statutory compliance to avoid penalties and non-compliance due to ignorance. After participating in the workshop the trainee officers shall have updated their knowledge and skills in the following areas

- Statutory Compliances and Returns for organizations
- Relevant provisions relating to wages
- The Payment of Bonus Act and The Maternity Benefit Act
- The Employee Compensation Act and The Payment of Bonus Act
- Employee State Insurance Act
- The Employee Provident Fund & Miscellaneous Provision Act
- The Code on Wages, 2019 and The Industrial Relations Code, 2020
- The Code on Social Security, 2020
- Occupational Safety, Health and Working Conditions Code, 2020

Please note that all amendments, new notifications, rules etc. as on date will be covered during the present workshop.

*Sh. Satish
Gen R2
25/7*

National Academy of Human Resource Development
Office : A-304, Ground Floor, Defence Colony, New Delhi-110024

Faculty

Sh. Rajan Verma is former advisor to Ministry of Labour & Employment, Government of India. He has recently retired from the post of Chief Labour Commissioner (Central), Government of India. He is M.Com, LLB, Post Graduate in Labour Laws with Post Graduate in Industrial Relations & Personnel Management. He have attended 2 International training programs on Labour Inspections and Labour Administration & OSH in International Training Centre for International Labour Organization (ILO) at Turin, Italy. He have also participated as delegate from India in meetings, workshops of ILO on various subjects like Forced Labour at Rio de Janario, Brazil; Review of Conventions & Recommendations at ILO Geneva, Switzerland and Disputes Resolution Mechanism workshop by ILO at Dhaka, Bangladesh.

Sh. Ramesh L. Soni is a highly qualified veteran in the filed of administration of Labour Laws and Labour Welfare in the country. He is done' his Bachelors in Science with Honours with a degree in law and diploma in Labour Laws and Labour Welfare from Mumbai University. He is an MBA in HR with masters in Personnel Management (HR) plus a Diploma in Personnel Management and Industrial Relations from coveted university and A.I.I.I from the Insurance Institute of India. He is providing consulting services in the field of Labour Laws for more than 35 years. He has contributed to a lot of articles on the present subject. He is a regular faculty on the present subject and is also a visiting faculty for a number of reputed institutes such as Bharatratna Dr. Babasaheb Ambedkar Institute of Management and Legal Research (Mumbai), Institute of Chartered Accounts of India (ICAI), Institute of Company Secretaries of India (ICSI) and many more. He is having huge experience in the field of Labour Laws and Statutory Compliances.

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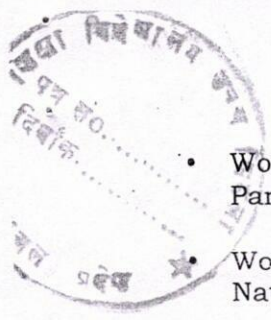
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26/7/23

Ref: ESR/11/23

15.07.2023

Officer I/c (Establishment/HR/Personnel)
Directorate of Higher Education, H. P.
Shimla,
Himachal Pradesh-171001

2023/36279
22-07-2023

**WORKSHOP ON HR ESTABLISHMENT RULES AT JIM CORBETT NATIONAL
PARK, UTTARAKHAND**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., 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 **HR Establishment Rules** is being organized by NAHRD from **05.11.2023 to 08.11.2023** at **Jim Corbett National Park, Uttarakhand**.

The object of the workshop is to apprise the officers about the Government orders and guidelines on the various aspects of Establishment Rules. This will help the officers in implementing the various Government guidelines on the subject so that the Personnel Management/Human Resources functions of the organization are carried out smoothly. This in turn would facilitate a conducive climate in the organization leading to optimum efficiency and performance. After participating in the workshop the participants shall have updated their knowledge and skills in the following areas:

- Framing of Recruitment Rules & Guidelines on Employee Resourcing
- Probation, confirmation, lien and termination
- Principles of fixation of seniority
- The rota-quota principle in inter-se seniority fixation
- Guidelines & functions of Departmental Promotion Committees including cases of 'sealed cover', 'review DPCs' etc.
- The concept of reservation in services
- Roster- Concept, Identification, Preparation, Operation & Maintenance
- Provisions for reservation for persons with disability (PWD)
- Vacancy and Compassionate Appointment
- Latest Case Law on the above subjects

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

Sh. Satish
A. R.
25/7

National Academy of Human Resource Development
Office : A-304, Ground Floor, Defence Colony, New Delhi-110024

Faculty

Sh. K.S. Kumar is former Director, Ministry of Defence and Ex-Officiating Director & HOD of Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. He is accredited as a Master Trainer by the Training Division of Department of Personnel & Training, Govt of India. He is a highly acclaimed authority on various establishment matters including reservations in services, roster maintenance, pay fixation etc.

Sh. Apendu Ganguly is former Director, Ministry of Defence, Government of India. During his service with Government of India, he has handled various personnel, establishment, administrative, legal and statutory matters. He has also served as full time faculty member with Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India. In addition, he is a regular visiting faculty member with Delhi Judicial Academy, Defence Headquarters Training Institute, Defence Research & Development Organization, National Institute of Financial Management, Institute of Secretariat Training and Management, Department of Personnel and Training, Government of India etc. He is having huge experience in vigilance, legal and establishment matters.

Sh. S.K. Dasgupta is former Director (Administration), Department of Personnel & Training, Government of India. He is having more than 30 years of experience in various government departments. He is certified for Training of Trainings and Direct Skills Training by Department of Personnel & Training, Government of India. He is also having certification in training and development from Institute of Training & Development, the national forum for training and development (UK). He is a visiting faculty in many reputed institutes across India. He is having huge experience in the area of establishment matters

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, Ministry of Agriculture, 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, 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, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

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Single Occupancy- Rs. 59,000/- plus GST @ 18% per participant

Twin Sharing- Rs. 50,000/- plus GST @ 18% per participant

Non-Residential- Rs. 40,000/- 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: Tiaraa Hotels & Resorts, Jim Corbett National Park, Ramnagar, Uttarakhand

Check In- **05.11.2023** (02:00 P.M.)

Check Out- **09.11.2023** (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 06.11.2023 and will conclude at 5:30 P.M. on 08.11.2023. In case of non-availability of Tiaraa Hotels & Resorts as on date of nomination, arrangements shall be made in some other property closer to the venue.

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:

Bank: Kotak Mahindra Bank. A/c No. 8912179265. CA. IFSC Code. KKBK0004620

PAN: AAJFN7963N

GSTIN: 07AAJFN7963N1ZF

For further information or clarification kindly contact:

Rohit Agarwal

Email- rohit@nahrd.in
Phone- +91 9873057803

Vivek Manchanda

Email-vivek@nahrd.in
Phone-+91 9650745789

Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case any nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited. Please note that we are going to follow all protective measures against COVID-19. Participants and their accompanying guests (if any) shall be required to fulfill all travel requirements as required by competent authorities at points of boarding and arrival. NAHRD shall not be responsible for the same. In addition, NAHRD may also require participants and their accompanying guests to fulfill certain requirement(s) which will be conveyed one week before the workshop.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **20.10.2023**

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

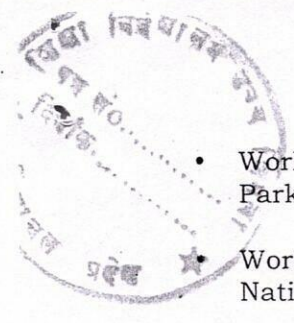
Thanks & Regards



For NAHRD

..., we also request you to consider nominating officers for our other workshops (August to September 2023). Details are as under:

- Workshop on **Work Life Balance & Stress Management** from 02.08.2023 to 05.08.2023 at Leh (Ladakh),
- Workshop on **Corporate Social Responsibility (CSR)** from 02.08.2023 to 05.08.2023 at Leh,
- Workshop on **Corporate Governance under Companies Law and LODR** from 02.08.2023 to 05.08.2023 at Leh (Ladakh),
- Workshop on **e-Governance & Cyber Security** from 22.08.2023 to 25.08.2023 at Singapore,
- Workshop on **Work Life Balance & Leadership Development** from 22.08.2023 to 25.08.2023 at Singapore,
- Workshop on **Rosters & Reservation in Services** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Disciplinary Rules & Procedures** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Right to Information** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Prevention of Sexual Harassment of Women at Workplace** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Pay Fixation Rules** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Management of Training & Training of Trainers** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Goods & Services Tax (GST)** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Audit, Accounting & Financial Management** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Advanced Excel & Data Analytics** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Government e-Marketplace (GeM) and Preventive Vigilance in Procurement** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Contract Management, Dispute Resolution & Arbitration** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Project Management** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **Handling of Court Cases** from 24.09.2023 to 27.09.2023 at Goa,
- **Capacity Building Program for Drawing & Disbursing Officers (DDOs)** from 24.09.2023 to 27.09.2023 at Goa,
- Workshop on **HR Establishment Rules** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Labour Laws & HR Compliances** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,



- Workshop on **Preventive Vigilance** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Official Language (Rajbhasha)** from 05.11.2023 to 08.11.2023 at Jim Corbett National Park, Uttarakhand,
- Workshop on **Right to Information** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands),
- Workshop on **Work Life Balance & Leadership Development** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands),
- Workshop on **Corporate Governance** from 13.12.2023 to 16.12.2023 at Port Blair,
- Workshop on **Corporate Social Responsibility (CSR)** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands) and
- Workshop on **Pay Fixation Rules** from 13.12.2023 to 16.12.2023 at Port Blair (A&N Islands).

You are advised to kindly refer to brochures for details about these workshops such as course content, venue, profile of faculty members etc. Detailed brochures for these workshops are available on our website (www.nahrd.in).

For further information or clarification kindly contact:

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In addition, we can also organize online/ offline customized workshops for your organization as per your requirement. You are kindly requested to make most of the opportunity and send your nominations at the earliest.