

No.42/01/2024-5Trg.  
HARYANA GOVERNMENT  
CHIEF SECRETARY OFFICE  
TRAINING DEPARTMENT

Dated, Chandigarh the 22<sup>nd</sup> May, 2025

To

All the Administrative Secretaries to Govt. Haryana.

**Subject:- Residential Training Program on "Human Rights. Anti- Corruption, and Anti- Bribery: Strengthening Transparent Governance in ESG" 28<sup>th</sup> July 2025- 1<sup>st</sup> August, 2025at Ooty- Request for Nominations.**


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Sir/Madam,

I am directed to refer to the subject noted above and to forward herewith an e-mail dated 10.05.2025 received from K.D. Bhardwaj, Director& Group Head( ECA), NPC,( Under Ministry of Commerce & Industry, Government of India) 5-6 Institutional Area, Lodhi Road, New Delhi-110003 through email. This e-mail has been uploaded on the website of Chief Secretary Haryana i.e. (<http://csharyana.gov.in>).

The necessary action may be taken in view of Govt. Instructions No. 22/38/2010-4Trg, dated 21.12.2022.


Yours faithfully,

  
Superintendent, Training

Endst. No. 42/01/2024-5Trg.

Dated Chandigarh, the 22<sup>nd</sup> May, 2025

2. A copy of the above is forwarded to K.D. Bhardwaj, Director& Group Head( ECA), NPC,( Under Ministry of Commerce & Industry, Government of India) 5-6 Institutional Area, Lodhi Road, New Delhi-110003 through email w.r.t. his e-mail letter dated 10.05.2025 for information.

  
Superintendent, Training

**Residential Training Programme on "Human Rights, Anti-Corruption, and Anti-Bribery: Strengthening Transparent Governance in ESG" 28th Jul 2025-1st Aug 2025 at Ooty - Request for Nominations.**

1 message

santosh.kumar@npcindia.gov.in <santosh.kumar@npcindia.gov.in>  
To: branchtrg@gmail.com

10 May 2025 at 18:48

No. T2526ECA02

Date.: 10/05/2025

*Handwritten notes:*  
PUC put up in e-office  
E-office No: 143677 dated 14.05.2025  
5 Try

**Sub: Residential Training Programme on "Human Rights, Anti-Corruption, and Anti-Bribery: Strengthening Transparent Governance in ESG" 28<sup>th</sup> Jul 2025-1<sup>st</sup> Aug 2025 at Ooty - Request for Nominations.**

*Vertical text on left:* Training Branch  
60873  
12/05/2025

**Dear Sir/Madam,**

National Productivity Council is an autonomous organization under the Ministry of Commerce and Industry, Govt. of India. NPC plays a catalytic role in productivity promotion by undertaking consultancy, training, and research assignments in frontier areas of management, technology and governance-oriented disciplines. National Productivity Council is organizing **residential training program on "Human Rights, Anti-Corruption, and Anti-Bribery: Strengthening Transparent Governance in ESG" 28<sup>th</sup> Jul 2025-1<sup>st</sup> Aug 2025 at Ooty.**

**PROGRAMME THEME**

Respect for human rights in everyday operations is increasingly imperative across different sectors. New human rights due diligence regulations, investor interest in the detailed workings of human rights programs, and customer demands for transparency all make human rights a priority. Because of changing regulations and compliances around human rights, organizations need to continuously review and advance human rights policies, processes, effectiveness, and impact. The program will cover human rights based on **UN Guiding Principles (UNGPs) and National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs (MCA), Government of India.** Human rights laws encompass specific standards for women (prevention of sexual harassment), children (prevention of child labour), persons with disabilities, minorities and other vulnerable groups, who now possess rights that protect them from discrimination that had long been common in many societies.

Bribery especially refers to the offering, giving, soliciting, or receiving of any item of value as a means of influencing the actions of an individual holding a public or legal duty. The legal definition of bribery is to give a gift to someone with the intention of influencing the actions of the recipient who has a legal or public duty. Bribery is considered a crime under the Foreign Corrupt Practices Act. Attempted bribery and successful bribery are usually punished the same under the law. It is indicated that the ways to Prevent Bribery and Corruption in the Workplace include initiatives such as:-

- **Implement an anti-bribery and anti-corruption policy.**
- **Establish a culture of Anti Bribery and anti-corruption practices.**
- **Conduct third-party due diligence.**
- **Know the difference between bribes and gifts.**

- *Understand how Anti Bribery and anti – corruption practices work in everyday practices.*
- *Knowing the signs of bribery*
- *Provide regular anti-bribery training etc.*

## **PROGRAMME OBJECTIVES**

This training program aims to sensitize participants in the following ways:

- **Encouraging offices, departments, institutions, and organisations to adopt simple yet impactful human rights practices, systems, and procedures**
- **Improving governance as part of ESG by having sound anti-corruption and anti-bribery management systems**
- **Promoting culture which respects human rights and good governance towards becoming socially responsible organization.**
- **Introducing participants best practices of human rights, prevention of corruption, respect for woman, and identify dominant cultural features and shared values in the organization**

## **BROAD PROGRAMME COVERAGE**

The following topics shall be covered during the training programme:

- **Principles of human rights and part of UN Guiding Principles (UNGPR)**
  - **National Guidelines on Responsible Business Conduct laid down by the Government of India**
- **Prevention of sexual harassment**
- **Principles for socially responsible offices, departments, institutions, and organizations**
- **Anti-corruption and anti-bribery management system**
- **Case studies, examples and best practices to make your organisation socially responsible.**

## **TARGET GROUP**

*The programme is designed for officials working across different functional areas of management including administration, finance, personnel & training/HRD, etc. from State and Central Governments Departments/Ministries, Public Sector Units, Private Sector Enterprises, Urban Local Bodies, State Pollution Control Boards/Pollution Control Committees, Co-operatives, Corporations, Banks, NBFCs, Labor Unions/Associations, Financial Institutions and/or Academic and/or Research Institutions.*

## **PARTICIPANT FEE**

*The programme fees on residential basis is Rs. 65,000 plus GST @ 18% amounting to Rs.76,700/- (Rupees Seventy-Six Thousand Seven Hundred Only) Per Participant. The Non-residential participation fees will be Rs. 50,000/- plus GST @ 18% amounting to Rs. 59,000/- (Rupees Fifty-Nine Thousand Only) per participant. The residential participation fee includes the cost of accommodation, food stationery, course material and faculty charges. The programme is residential.*

## **FACULTY AND METHODOLOGY**

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

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

## VENUE & DATES

Programme Dates & Venues	28 <sup>th</sup> Jul 2025-1 <sup>st</sup> Aug 2025 at Ooty
Programme Code	T2526ECA02
Arrival day (Check in time from afternoon onwards at Hotel/Resort)	July 28, 2025 Afternoon
Departure day (Check out time from forenoon onwards at Hotel/Resort)	August 01, 2025 Forenoon

NPC will not provide accommodation before or after the above dates. Participants planning to stay longer than the scheduled duration should arrange the same at their own cost.

## REGISTRATION:

Nominations indicating the names of officials and designations with full contact details including e-mail addresses along with the crossed cheque/demand draft for participation fee drawn in favour of National Productivity Council and payment of New Delhi may be forwarded to: K.D. Bhardwaj, Director & Group Head (ECA).

## PAYMENT DETAILS

- Participation Fees per Participant per Programme to be paid in advance by DD/Cheque in the name of NATIONAL PRODUCTIVITY COUNCIL payable at NEW DELHI
- PAN No: AAATN0402F
- GSTIN: 07AAATN0402F1Z8
- ECS Payment Details: Indian Overseas Bank, 70, Golf Link, New Delhi Branch
- A/c No. 02650100000 9207, NEFT/RTGS/IFSC No. IOBA0000265
- In case of ECS Payment, the payment details should be intimated accordingly along with UTR number

## GENERAL INSTRUCTIONS

- GST as per GOI Rules (presently @ 18%) & may be revised as per GoI guidelines.
- Due to limited number of seats, it is recommended to inform at the earliest, for ensuring availability in time.
- Please note that NPC would not be in a position to provide accommodation before and after the above dates and participants requiring it would be required to do the arrangement of their own.

We are sure that your organization would take advantage of this opportunity by sponsoring delegates to the programme. Nomination indicating the name(s) of the participants, designation, contact address, e-mail id, phone/mobile number and FAX number etc. along with a crossed cheque/demand draft of participation fees on residential basis is Rs. 65,000 plus GST @ 18% amounting to Rs.76,700/- (Rupees Seventy-Six Thousand Seven Hundred Only) Per Participant. The Non-residential participation fees will be Rs. 50,000/- plus GST @ 18% amounting to Rs. 59,000/- (Rupees Fifty-Nine Thousand Only) per

participant favouring "National Productivity Council" and payable at New Delhi may be forwarded to the undersigned.

The last date for nominations 11<sup>th</sup> July 2025

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, Union Territory Administration under any training programme for which total expenditure is borne by the Central Government, State Government, Union territory administration.

For any other query, kindly contact Mr. Lalit Shankar Rao Kamde, Dy. Director at Phone: 011-24607310, Mob.: 09860439586, and email- : ls.kamde@npcindia.gov.in

Thanking you and looking forward to receiving nominations.

Yours faithfully

Thanks & Best Regards,

K.D. Bhardwaj  
Director & Group Head (ECA),  
National Productivity Council,  
(Under Ministry of Commerce & Industry, Govt. of India)  
5-6 Institutional Area  
Lodi Road, New Delhi – 110003

Email: kd.bhardwaj@npcindia.gov.in

Website: www.npcindia.gov.in

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**Online Brochure:** [https://www.npcindia.gov.in/NPC/Uploads/training\\_head/Headquater/T2526ECA0270832.pdf](https://www.npcindia.gov.in/NPC/Uploads/training_head/Headquater/T2526ECA0270832.pdf)

Forthcoming Training Programme				
S. No.	Title of the training programme	Duration & Date	Venue	Fee Per Participants (excluding 18% GST)
1.	LEAP: Leadership Efficiency and Productivity	8-12 Sep, 2025	Gangtok	Rs.65,000/- (R) Rs. 50,000/- (NR)
2.	Human Rights, Anti-Corruption, and Anti-Bribery: Strengthening Transparent Governance in ESG	15-19 Dec, 2025	Goa	Rs.70,000/- (R) Rs. 55,000/- (NR)
3.	Environmental, Social, and Governance (ESG): A Pathway to Sustainability and Net-Zero Transition	19-23 Jan, 2026	Sri Vijaya Puram (Port Blair)	Rs.70,000/- (R) Rs. 55,000/- (NR)
*R- Residential    *NR- Non-Residential				