

**Symbiosis Institute of Operations Management,
(SIOM), Nasik announces 2 days workshop on**

**Industrial Relations – Exploring New Frontiers
Exploding Old Barriers and Road Blocks
A Special Focus on IR & HR personnel**

Dates – 23rd and 24th December 2015

By

**Dr. R. Krishna Murthy,
Director, Industrial Relations Institute of India &
Mr. Subhasish Roy
Faculty in Symbiosis**

Introduction

Industrial Relations in the Indian environment is now in a dynamic mode of structural change with the new Modi Government initiating reforms in the existing labour laws and the proposed new Labour Code to amalgamate the Indian Trade Union Act, the Industrial Employment Standing Orders Act and the Industrial Disputes Act. The Contract Labour Act in states like Rajasthan and Andhra Pradesh have been amended to make it operative for 50 or more workmen unlike 20 as a limit in most other States. Deemed permission for employment and electronic filing of returns, curbs on the Inspector raj and other measures are more to facilitate the ease of business.

In Maharashtra, deemed approval of applications for opening Shops, Commercial Establishments and Factories have ushered in an era which is employer friendly. The Government is sincere in its attempts and efforts to rein in the labour and the Strike on September 2, by unions is to prevent the existing status quo from being changed and keep intact the old era of worker and union controlled adversarial relationships between employer and workmen. ***How can companies dismantle the old structure and usher in the benefits contemplated by the new regime is a theme of the two day workshop.***

This Workshop looks at some very critical dimensions of employee relationships that will give participants a very unique insight and experience of how to gear the organisation to leverage the benefits of the change. It will also give them insights on how they can work to dismantle also the road blocks, restrictive practices and general apathy that have set in because of the antiquated laws and practice. Handling conflict and violence, injunctions against go-slows, gherao's, demonstrations and agitations like work to rule, token strikes, other restraining orders against workmen who are running amok in the premises violating discipline and taking law into their own hands, Negotiating wage settlements in this climate, engaging contract labour but overcoming some of the major mistakes in their employment and other issues of industrial relations will also be covered in this workshop.

This Workshop has tremendous significance for the Industries in Nashik to update themselves and prepare their organizations for this major transformation needed to be successful in the new environment.

WORKSHOP FACULTY

1. Dr. R. Krishna Murthy, Director, Industrial Relations Institute of India and an expert in the field of Industrial Relations will be leading the Workshop deliberations. Dr. Krishna Murthy has also conducted several trade union leadership workshops and knows and understands the problems of trade unions in the Indian environment and assisted several organisations to transform the working culture and ethos through innovative and proactive changes and settlements that have altered the paradigm.
2. Mr. Subasish Roy, working as a Faculty in Symbiosis has been a Managing Director and handling organisational transformations in India and abroad and has intimate and intense experience of how things can work and how things can horribly fail. Violence and assault on managerial personnel is a major challenge and he has seen these at close quarters and can share his own personal insights that few professionals can talk with authenticity. Insights on the law and case law that govern employment of workmen will also be discussed in this workshop

PARTICIPANTS

This subject is now being taught also in the IIM's following the violence in one of the leading Auto Manufacturer at Manesar. In Nashik, violence has raised its head and the experience of one of leading building material supplier company has been unprecedented and unusual. Labour in Nashik has been always known for its industriousness, but this picture is fast changing. Settlements in the Pune region are also creating a lot of unrest and for the conservative establishment in Nashik, these are bound to create rumblings that will rock even the most conservative of the Industries.

This workshop has been designed to benefit Managing Directors, Directors of Companies, all HR professionals, those heading the Legal and Secretarial functions, those heading departments and academicians who are interested in the subject. No manager should be blind to these developments and this Workshop will be an eye-opener for all the professionals in Nashik Industrial Belt, who have not had the advantage of or getting the benefit of top-notch professionals in the field, who will be specially coming to Nashik for this Workshop.

VENUE : Symbiosis Institute of Operations Management (SIOM), A-23, Shravan Sector, CIDCO, New Nashik Nashik - 422 008

FEES & REGISTRATION:

* Fees Rs. 6000 + 14% Service Tax

** The fees Includes Tea & Lunch for both the days

*** More than 3 participation from one company - concessional fees of Rs. 5000/- discount will be provided.

PAYMENT MODE: Demand Draft, Cheque: In favor of : Director Should reach SIOM at least 5 days before the commencement of the program

FOR ANY FURTHER QUERY PLEASE CONTACT:

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All participants of the MDP will be awarded SIOM certificate on successful completion of the program

Program Details

Day 1		
Session	Time	Topic
	9.00a.m. to 9.30 a.m.	Registration of Participants
1	9.30a.m.to11.15 a.m. Dr. Krishna Murthy	<ul style="list-style-type: none"> • Understanding the new vision of the Modi Government and also the States where BJP is ruling. Other states where changes are taking place in a major transformation – Andhra, Telengana, Tamil Nadu, West Bengal, Odisha, etc. States like Rajasthan, Gujarat, Andhra receiving Presidential Assent for changes to the Labour laws – ID Act – Modification of Labour Laws for Scale, • Skill and Speed – Make in India and made in India as an option to the Global hub of manufacturing – Destination China. • Cashing on the Dragon’s slowdown. Can the Elephant run and prompt a Bull Run on the exchange. Investors and Indians are hoping for the revival of the industry, markets and growth to realise the promise of “Sabka Sath, Sabka Vikas”.
	11.15 a.m. to11.30 a.m.	Coffee Break & Networking
2	11.30 a.m. to 1.00 p.m. Mr. Subhasish Roy	<ul style="list-style-type: none"> • Exploding Old Barriers and Road Blocks to change. Will the tinkering with law produce a dramatic and lasting change or will it alter marginally. • Problems of violence in Industrial Relations, extravagant demands and strikes and case studies of different companies show that systemic changes are needed if the Make In India and Made In India dream has to come true. • States like Andhra and Rajasthan taking the lead in attracting investments. Can other states also emulate and how much of the old and archaic legislations will be dismantled by such changes. • Is Indian labor truly competitive? Problems of transforming and restructuring India Manufacturing. Indian environment and unique challenges
	1.00 p.m. to 2.00 p.m.	Lunch Break
3	2.00 p.m. to 3.30 p.m. Dr. Krishna Murthy Mr. Subhasish Roy	Case study discussions in syndicates <ul style="list-style-type: none"> • Wiser Supervisor • The Price for Performance
	3.30 p.m. to 3.45 p.m.	Coffee/Tea Break
4	3.45 p.m. to 5.00 p.m.	Presentation of the Case Study findings and learnings
Day 2		
Session	Time	Topic
1	9.30a.m.to11.00 am Dr. Krishna Murthy	<ul style="list-style-type: none"> • Altering the Paradigm – Engagement of Contract Labour and outsourcing of activities of the organisation and the use and abuse of contract labour – Burning issues and problems in the engagement of Contract Labour. How to handle the typical scenarios whenever a contract is terminated. Unionisation and how to deal with the problems of engaging contract labour for several years. • Shifting Paradigms in the engagement of employees. Fixed Term Contracts. Part-time employees. Women Employees and special challenges in managing a workforce that has changing requirements and expectations from the organisations. New forms of organisations and new challenges. Changing expectations from organisations and how are they measuring up to these challenges.
	11.00 a.m. to 11.15 a.m.	Coffee Break & Networking
2	11.15 a.m. to 1.00 p.m. Dr. Krishna Murthy	<ul style="list-style-type: none"> • Contract Labour – Law and case laws that every line manager should know.
	1.00 p.m. to 2.00 p.m.	Lunch Break
3	2.00 p.m. to 3.30 p.m. Mr. Subhasish Roy	Case study discussions
	3.30 p.m. to 3.45 p.m.	Coffee/Tea Break
4	3.45 p.m. to 5.00 p.m.	Presentation of the Case Study findings and Valedictory