

School of Management and Labor Studies
TISS Mumbai



**INDUSTRIAL RELATIONS
CONCLAVE -2019**

REIMAGINING IR

**6th & 7th SEPTEMBER , 2019
NEW CONFERENCE HALL, OLD CAMPUS
TISS MUMBAI**



Tata Institute of Social Sciences, Mumbai is delighted to host the 1st edition of 'Industrial Relations Conclave' on the 6th and 7th of September, 2019. TISS was founded with a vision to be an institute of excellence that continually responds to changing social realities through the development and application of knowledge towards creating a society that promotes dignity, equality, social justice and human rights for all. Over the past decades, TISS Mumbai has established itself as a temple of research and education in the spheres of Industrial Relations & Labor Welfare through its programs like HRM&LR (erstwhile PMIR), Globalization and Labor etc.

ABOUT THE CONCLAVE

The conclave will provide a forum for industry professionals, academicians, legal practitioners, IR thought leaders and students from across the country to exchange their thoughts and perspectives on the latest challenges in the IR landscape of India. The conclave will consist of panel discussions & lectures by experts, interactive sessions & paper presentation from students of leading B-Schools of India. Through this, we intend to spearhead the next phase in the discourses surrounding IR and Labor welfare in the context of rapidly changing industry realities of 21st century.

With the increasing prevalence of new employment models like contract labour, NEEM labourers, Fixed Term Contracts and gig economy, the employer-employee relationship has rapidly evolved in its nature and complexity. Start-ups like Uber, Ola, Swiggy, Zomato etc that employ workers in vast numbers have given rise to a grey area regarding the applicability of labour legislations and labour welfare measures. Changing workforce demographics coupled with concerns relating to social and employment security of unorganized workers have placed a new set of struggles in front of the labour force. Along with it, newer forms of organising the unorganised are sought.

The specific questions that would be attempted to be addressed would be as follows:

- a) What are the key economic and business changes that have promoted the new employment models?
- b) What sets of opportunities and challenges lie for the workmen and the business in the new employment models?
- c) Is there sector specific differential impact on workers?
- d) With the declining trade union density in our country - what are its ramifications for macro-level voice & equity and who will lead in the regeneration of union leadership and protection of the affected?
- e) What happens to society when robots and smart machines replace workers?

Government reports indicate to a shrinking formal sector in the economy. It is also indicative of a rising informal economy. The workers in the informal economy are also making inroads in the formal sector. Rising inequality has been a defining feature of the current growth model. Talks of a new class-in-itself, the 'precariat' are taking centre stage which is stripped off much of the benefits that was earned by the earlier 'working class'. Governments across the globe have been slow in addressing this burgeoning section of the population.

This questions raised here would be:

- a) What is the extent and the reasons for the rise of precariousness at workplace?
- b) What can governments and other stakeholders do to address the problems of the 'Precariat'?
- c) Is Universal Basic Income a probable solution to the problems of the 'Precariat'? Will it work?

This session would draw from the discussions in the previous sessions and try and create a roadmap for the future. The coming in of the fourth industrial revolution and the redundancy of the 'human' would be the central theme on which discussions would take place. This session would be in the form of presentations by students from Top B Schools giving a flavor of what the Millennial think followed by a talk by Senior HR Leader.

PAPER PRESENTATION COMPETITION

As part of the conclave, a 'Paper Presentation Competition' will be conducted for post-graduate students of management. This symposium aims to be a melting pot of ideas and perspectives from students of some of the top B-Schools of India to shed light on how the young population sees the future of IR.

All submissions will be evaluated by an independent jury comprising of academicians, corporate executives & government servants and authors. Authors of the shortlisted papers will be invited to the conclave to present their ideas before the delegates. The competition gives a platform for aspiring HR Professionals to present their ideas in front of an esteemed panel & seasoned practitioners.

CODIFICATION OF LABOR LAWS THE PROS AND CONS

Government of India has been moving aggressively on Labor Reforms and has taken steps to merge 44 labor laws under four labor codes with an aim to increase investments and accelerate economic growth. Code on Wages has already been passed by the parliament and Code on Occupational Safety, Health and working conditions has got the nod of the cabinet.

In the context of stagnating growth in manufacturing sector faced with the threat of job loss from automation and a largely non-unionized service sector, businesses, workers and trade unions are faced with changing realities that call for accelerated deliberations on how the labor reforms will play out in the real world. While businesses have concerns about their sustainability in the backdrop of a substantial hike in minimum wages, trade unions are apprehensive about amendments seeking to restrict the freedom of trade unions, raising the threshold for layoff, retrenchment & closure to three hundred workers etc.

The questions that would be discussed here would be:

- a) Is there any major change worth the name that has emerged?
- b) How are trade unions viewing their role amid changing labor laws?
- c) Has it really addressed the needs of the business and the employees or is it Old wine in a more compact New bottle?

ITINERARY - 6TH SEPTEMBER, 2019

Registration and Breakfast	9:00 a.m. -9:30 a.m
Address by Director - Prof. Shalini Bharat	9:30 a.m. -9:40 a.m
Address by Dean, SMLS - Prof. Sasmita Palo	9:40 a.m. -9:45 a.m
Context Setting by Prof. N. S. Iyer	9:45 a.m. -9:55 a.m

INAUGURAL SESSION

10:00 a.m. - 11:45 a.m

KEYNOTE ADDRESS

Mr. Unnikrishnan - Managing Director and CEO, Thermax Ltd.

Dr. EA Ramaswamy - Professor, Researcher and Consultant

TEA BREAK

11:45 a.m. - 12:00 p.m.

THEME 1

12:00 p.m. - 1:30 p.m.

New Employment Models:

Non-traditional working arrangements on the rise

Chairperson:

Dr. Pravin Sinha - Secretary General, Indian Industrial Relations Association

Panel:

- Mr. Sharad Gangal - Executive Vice President and Executive Council Member, Thermax Ltd
- Dr. Bhalchandra Kango - President, Greaves and Crompton Industries Union and Member of National Secretariat CPI
- Mr. PM Bhawalkar - IR/ER Professional
- Mr. Nishant Vora - CoFounder, Grabagrub Services Pvt Ltd.

LUNCH BREAK

1:30 p.m. - 2:15 p.m.

ITINERARY - 6TH SEPTEMBER, 2019 (Cont.)

ADDRESS

2:15 p.m. – 2:50 p.m.

Industrial relations in the next decade

Dr. Rajen Mehrotra - Independent Director, Novartis India Ltd, and Former International Labour Organisation Office (ILO) Official

TEA BREAK

2:50 p.m. – 3:05 p.m.

THEME 2

3:05 p.m. – 4:40 p.m.

Precariousness at work & diminishing social security

Chairperson:

Prof. Sharad Sawant - Hon. Professor, TISCO Chair, TISS

Panel:

- **Prof. Bino Paul GD - Professor, School of Management and Labour Studies, TISS**
- **Dr. Pravin Sinha - Secretary General, Indian Industrial Relations Association**
- **Ms. Anjali Bedekar - UNI ILC Coordinator**
- **Mr. Salil Chinchore - Head HR, Godrej Agrovet Limited**

ITINERARY - 7TH SEPTEMBER, 2019

Paper Presentation
9:15 a.m. – 10:45 a.m.

Future of Work:
From the Eyes of the Millennial

Presentation by post-graduate students from Top B Schools

ADDRESS
10:45 a.m. – 11:20 a.m.

Future of Work:
Challenges and Readiness to meet the Future

Mr. GP Ravindra Kumar – CHRO, Tata Motors

TEA BREAK

11:20 a.m. – 11:30 p.m.

THEME 4
11:30 a.m. – 1:15 p.m.

Codification of Labour Laws:
The Pros and Cons

Chairperson:

Mr. S. Veerasamy - Divisional Manager –Employee Relations, ITC Ltd

Panel:

- **Mr. Shashank Rao - Trade Union Leader, BEST Employees' Union, and Mumbai Taxi and Auto Workers' Union**
- **Adv. Bharat Goyal - Sr. Advocate, High Court of Bombay**
- **Mr. Prasad Tokekar - Sr. Vice President (ER & HR Compliance) - Reliance Jio Digital Life**
- **Mr. A. D. Kakatkar - Addl. Commissioner of Labour, Department of Labour, Government of Maharashtra**

LUNCH BREAK

1:15 p.m. – 2:00 p.m.

ADDRESS

2:00 p.m. - 3:00 p.m.

Promoting culture of dialogue for healthy IR

- **Mr. Mahandra Naidoo - Specialist on Social Dialogue & Labour Administration
ILO's Decent Work Technical Support Team for South
Asia**
- **Mr. Arvind Shrouti - Director, Option Positive**

CONCLUSION & VOTE OF THANKS

3:00 p.m. - 4:00 p.m.

- **Recapitulation - Dr. E.A. Ramaswamy, Professor, Researcher & Consultant**
- **Vote of Thanks - Dr. Johnson Minz, Asst Professor, SMLS, TISS Mumbai**

PARTICIPATION DETAILS

Registration Fee for Delegates*

- Corporate Professionals - Rs 5000/- +18% GST Charges
- Faculty & Academicians - Rs 2500/- +18% GST Charges
- Students - Rs 1000/- (Inclusive of GST)

* Registration fee includes refreshments & lunch for both days and a delegate kit

For registration, visit - https://support.tiss.edu/conf_regi_form/

CONTACT DETAILS

For any queries, contact:

- Prof. NS Iyer - +91 9820616110 (iyersubba@gmail.com)
- Dr. Johnson Minz - +91 8080788259 (johnson.minz@tiss.edu)