



SHORT-TERM COURSE

on

Industrial Relations

&



(11-17 July 2015)

**Rajiv Gandhi School of Intellectual Property Law
IIT Kharagpur**

Overview

The slogan of 'Make in India' has been coined to attract manufacturing industry for choosing India as a country to manufacture products. The government strives to present demographic pattern of the country as an opportunity to the industry by drawing the benefit from economic work force. In order to translate the slogan into real action, there is a need to revisit regulatory framework dealing with industrial relations in the country. The regulatory framework dealing with the relationship between employer and employee has got a vital role in accomplishing of the agenda of 'Make in India'. There are scores of labour laws, central as well as state laws, enacted in this country, which touch upon industrial relations. Harmonious relationship between employer and employee is *sin quo non* not only for attaining productivity for the industry but also for achieving prosperity for the nation. In order to ensure the agenda of 'Make in India' a successful venture, the government at the centre as well as of the states have stressed on the realignment of legal provisions of industrial laws for facilitating smooth affairs in the industry. In the light of this, the course is proposed to fulfill following objectives:

Objectives

- 1) To understand the agenda of 'Make in India' from the perspectives of industrial relations
- 2) To examine the laws relating to industrial relations.
- 3) To explore the provisions of law impacting industrial relations.
- 4) To analyse the regulatory framework with the help of judicial pronouncements and HR perspective on industrial relations.
- 5) To examine the current status of industrial relations and its future perspectives
- 6) To educate the participants how to restore industrial harmony through industrial democracy and suitable industrial laws conducive for both people and production

Course Content

Module I: Understanding 'Make in India' and its relationship with industrial relations'; Historical background of Industrial relations and the role of law; industrial relations in the emerging scenarios; Role of the Centre and the States Government; Linkage of Human Resources, Make in India and Regulatory Framework.

Module II: Role of trade union in era of liberalization and globalization; Kinds of trade union; Changing nature of trade union; recognition of Union.

Module III: Understanding the meaning of 'industry' and 'workman' in the emerging economy; employer-employee relations – industrial dispute; Strike and Lockout – Role of Trade Union and Government; Role of Appropriate Government – Reference. Collective Bargaining, Workers' participation in management: issues and challenges, Grievance management

Module IV: Preventive measures – Role of Works Committee; Institutions of Investigation and Settlement– Court of Inquiry, Conciliation Officer, Board of Conciliation, Grievance Redressal Commission; Institution of Adjudication – Labour Court, Industrial Tribunal, National Tribunal; Role of Judiciary in industrial relations.

Module V: Safety and Healthy provisions under Factories Act, Role of Factory Inspector, Responsibility of Occupier/Manager; Social Security Measures – Provident Fund; Gratuity; Compensation.

Module VI: Contract Labour and Issues of Outsourcing; Contract Labour and Make in India. Labour unrest in India: Issues and Challenges

Module VII:

- Employment Standing Orders Act
- Employee Development Programmes
- Employee Benefits/Gratuity/PF/etc.



ABOUT THE COURSE

How to apply: Participants can send the filled in application form to Dr. Uday Shankar, Coordinator of the programme on or before June 20, 2015.

Duration: 7 days

Pedagogy: The pedagogy would include lecture, discussion, case study, demonstration, and management games

Course fees: No course fees for faculty of AICTE approved institute.

For sponsored participants:

Industry: INR 10,000

Academics: INR 6,000

Students: INR 3,000

Draft should be made in favour of "CEP STC, IIT KHARAGPUR"

Participants will be provided certificates on successful completion of the programme by office of CEP, IIT Kharagpur.

Accommodation and Lodging: Free Accommodation and lodging and food will be provided to AICTE candidates. Others can avail the same on self-finance basis.

Address for Communication

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Form
MHRD/AICTE Sponsored QIP on
"Industrial Relations and 'Make in India': Emerging Trends"
(July 11 - 17, 2015)
Indian Institute of Technology Kharagpur

Name: _____

Designation: _____

Name of the Institution / Organization: _____
Address for Communication: _____

Qualification: _____

Phone No : _____ (O) _____ (R)

Mobile No: _____

Fax No: _____
Email: _____

Details about the Demand Draft: _____

Draft number & Date, Amount (In Rupees): _____
Date: _____

Signature of the Applicant

Approval for Candidates/Sponsorship

We approve the above applicant as a candidate to participate in the AICTE sponsored QIP on "Industrial Relations and 'Make in India': Emerging Trends" during July 11 -17, 2015 at IIT Kharagpur.

Date: _____ Signature and seal of the Approving / Sponsoring Authority