



The Employers' Federation of Southern India



National IR Conference Forging Partnership – New Age Business Strategy



Date : 24 and 25th July 2014
Venue : GRT Convention Centre, Chennai

www.efs.org.in

The Employers' Federation of Southern India (EFSI) was founded in the year 1920 immediately following the setting up of the International Labour Organisation (ILO) in Geneva in 1919. The constitution of the ILO, required representative Employers' Organisations in each country to represent employers in its activities and therefore the need arose for separate organisation for employers! In a way EFSI is the first organisation of Employers in the country exclusively dealing with Industrial Relations, labour policy, labour legislation, etc. It is also a matter of historic significance and interest that the first trade union in India viz., The Madras Labour Union was formed in the city in 1918 and that was the time the labour started organising themselves and resort to collective action like strike, etc. for satisfying their demands and that was also one of the reasons which prompted the employers to organise themselves to deal with the concerted action of the unions.

Since then the Federation had always taken a deep interest in labour management relations and interacting with the provincial Governments as they were then known and also the Central Government in matters of labour policy, labour legislation, etc. The Federation is operating in all Southern States, viz., Tamilnadu, Andhra Pradesh and Karnataka directly and in Kerala through its affiliated body West Coast Employers' Federation. We also have the privilege of major organisations of other industries such as The Southern India Mills' Association representing Textile Industry, The South Indian Sugar Mills' Association representing Sugar Industry. The United Planters' Association of Southern India representing Plantations, All India Skin & Hide Tanners & Merchants Association representing Leather Industry and similar associations being affiliated to us and as such the Federation can claim to represent the major industries in the Southern Region and to act as the chief spokesman as far as labour management relations are concerned.

Day - 1

24th July 2014 (Thursday)

9.30 a.m. Registration

10.00 a.m. Welcome Address	Mr. Ramesh Datla , President, EFSI
Introduction of the theme	Mr. K.S. Venkiteswaran , Chairman EFSI, Tamilnadu Committee
Key Note Address by	Mr. B. Santhanam , President, Saint Gobain Glass India Ltd
Special Address by	Mr. P. Mohan , Minister for Rural Industries & Labour, Govt. of Tamilnadu
Inaugural Address by Chief Guest	Mr. Narendra Singh Tomar , Minister for Labour, Mines and Steel, Govt. of India
Vote of Thanks	Mr. A. Sunderesan , Vice President, EFSI

11.15 a.m. Tea

11.30 a.m. **Session I - Aligning Employee Relations with Business Strategies: Sharing their experiences**

Mr. N. Venkatramani, Chairman & Managing Director, India Pistons Ltd

Mr. Ramesh Menon, Director - HR, Murugappa Group

Mr. M.L. Shanmukh, Director - HR, Bharat Electronics Ltd.

Mr. B. Visweswaran, Director, Sanmar Group

1.00 p.m. Lunch

1.45 p.m. **Session II - Attitude and Expectation of Employees ; Establishing and Sustaining Cohesiveness among Old and New Generation employees - Panel Discussion**

Mr. M. Narendra, Chairman & Managing Director, Indian Overseas Bank

Mr. L. Ganesh, Chairman, Rane Group

Dr. M. Appayya, Chairman, MPR Refractories Ltd

Mr. G. Kalan, President, Tamilnadu, Indian National Trade Union Congress (INTUC)

Mr. R. Kuchelar, President, Working Peoples Council (WPC)

Mr. Chinnasamy, MLA, President, Anna Thozil Sanga Peravai

Mr. A. Soundararajan, President, Centre of India Trade Unions (CITU)

Mr. M. Shanmugam, General Secretary, Labour Progressive Federation (LPF)

3.30 p.m. Tea

3.45 p.m. **Session III - Reorienting Employee Relations – Need for constructive approach**

Mr. Arvind Balaji, Joint Managing Director, Lucas TVS Ltd

Mr. J.N. Amrolia, Chief Executive Officer, Chennai Business School

Mr. S. Venkataramana, Managing Director, Chennai Petroleum Corporation Ltd.

Day - 2

25th July 2014 (Friday)

10.00 a.m. **Session IV - Sustainable Employee Relations and Productivity : Role of Government**

Mr. Thyagu Valliappa, Executive Director, Sree Valliappa Textiles Ltd

Mr. Mohan Pyrae, IAS, Principal Secretary Labour and Employment, Government of Tamilnadu

Mr. P.B. Ramamurthy, IAS, Additional Chief Secretary, Labour Dept., Karnataka

Mr. Tom Jose, IAS, Principal Secretary, Labour & Rehabilitation Dept., Kerala

Mr. K. Varadan, Business Head (FCMS&CAS), Aparajitha Corporate Service (P) Ltd

11.15 a.m. Tea

11.30 a.m. **Session V - Changed Expectations of Business From Employee Relations Function**

Mr. B. Surendar Mohan, CMD, Neyveli Lignite Corporation Ltd.

Mr. Rahul Mammen Mappillai, Director, MRF Ltd

Mr. A. Paul Dhas, Director - HR, Appu Hotels Ltd.

Mr. Jacob Jacob, Chief People Officer, Apollo Hospital Group

1.00 p.m. Lunch

2.00 p.m. **Session VI - Skilling, Rewards and Career Progress : Innovate Approaches**

Dr. Sapna Poti, Principal - MIS & Monitoring, National Skill Development Corporation

Mr. Veera Shanmughamoni, IAS, Commissioner of Labour, Government of Tamilnadu

Mr. P. Padmakumar, Team Leader-HR, Saint Gobain Glass India Ltd

Mr. P. Muthuveeran, IAS, Director of Employment and Training, Tamilnadu

3.30 p.m. **Summing up and Conclusion**

Mr. P. Padmakumar, Team Leader-HR, Saint Gobain Glass India Ltd

Vote of Thanks

Mr. Srinageshwar, Vice Chairman EFSI, Tamilnadu Committee

Please Note: Chief Guest and other Speakers are being invited. Awaiting their confirmation.

Registration

The delegation Fee is Rs. 5,618/- including Service Tax 12.36% (Rs. 5000 + ST).

The attached Proforma duly filled in along with the Cheque / DD drawn in favour of "The Employers' Federation of Southern India, Chennai", may please be sent to the federation before **19th July 2014**.

Businesses witnessed turbulences and ever raising conflicts from 60's to 80's in the shop floor. Production was disturbed even for trivial reasons. 'Cost Plus' was the guiding business principle and lethargy was the order of the day. Indian economy was growing slowly. All these made the Indian industries non-competitive in the world.

Come 90's, the Government introduced reforms and liberalization and the scenario changed. Businesses had to adopt themselves to the changed conditions and equations. Cutthroat competition from global brands and fight for survival forced people to look for more collaborative solutions. Cost and quality became imperative for every business to thrive on. Conflicts started reducing.

The economy was growing steadily. However, the reforms lead to jobless growth. Manpower in the organized sector either became stagnant or showed a decreasing trend while jobs in the unorganized sector started growing. A huge gap in earnings and conditions was created between the two.

The global economic slowdown started in 2009 impacted the businesses in India. Lack of orders and increased costs forced many businesses to close down. Others had to look for cost cutting and manpower reduction. In the work place too, interaction between various categories of people is posing newer challenges. The entry of younger generation of workforce, both skilled and unskilled, calls for new ways of leading them both by managements and trade unions. Effective handling of aspirational workforce calls for innovative approaches.

The role of government needs change from a mere passive spectator to an active facilitator. This would involve helping the industry to grow and become more productive by bringing in the required flexibility in the regulatory framework.

The pressure on businesses and its stakeholders has unleashed a spate of industrial unrests recently. Semblance of turbulence is being felt by the professionals who are handling workers and outsourced personnel. In this context it is necessary to take stock of what has been our learning in the past, whether it holds good for the present, what are the like trends for the future and how do we manage the occasional turbulence. It is also necessary to examine both preventive and formulate predictive measures for maintaining harmony.

This conference aims to focus on introspecting and redefining how Industrial Relations to be managed both at the shop floor and business levels in the years to come.

Chennai

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PROFORMA



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National IR Conference Forging Partnership – New Age Business Strategy

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Following persons will be joining the two days programme from our company

Name of the person	Designation
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

Enclosed herewith a Cheque/ DD for Rs. _____ (Rs.5,618/- per Participant (5000+S.T)) drawn in favour of "The Employers' Federation of Southern India, Chennai".

Name of the Person : _____

Designation : _____

Company Name : _____

Address : _____

Phone : _____ Fax : _____

E-mail : _____

Please E-mail or Fax to : The Secretary, EFSI
E-mail : efsi@vsnl.net / efsi@bsnl.in Fax : 044-2432 2750