

## **Two –Day Residential Workshop on Labour Laws (Second Edition) at IICA,Manesar**

Taking the key insights from the previous workshop on Labour Laws (recent reforms and current changes) held during 2014 - 15, Indian Institute of Corporate Affairs (IICA) through its Centre for Micro, Small and Medium Enterprises (MSME) organized a Two-Day Workshop on Labour Laws from April 22nd & 23rd, 2016 at the IICA Campus, Manesar.

Majority of the delegates attended the workshop came from Corporates, Academic institutions, and PSU like R. S. Infraprojects Pvt. Ltd., MTANDT Rentals Ltd., Jotwire India Pvt. Ltd, RITES Limited, The Institute of company secretaries of India (ICSI) and Gautam Buddha University.

The inaugural proceedings of the workshop commenced on Friday April 22, 2016 after the arrival of participants and with Welcome Address: Evolving Theme of the workshop on "**Labour Laws**" by Mr. Rajesh Batra, Head, Centre for MSME and he pointed out that various initiatives are evident in the Government's move to make labour markets more flexible to address employability gaps effectively with a significant thrust on labour reforms and development of industry in three forms:

- 1) The government is linking labour reforms to improvement in ease of doing business – in terms of – setting up the business, operating it as a going concern, an exit norms – so that the available human and material assets can be put to more productive use,
- 2) The labour reforms are also rightly, linked to improving worker benefits-like providing for a minimum pension under Employees Pension Scheme, making Provident and Pension Funds portable and allowing e-filing of compliance reports through Shram Suvidha Portal.
- 3) There is also stress on easing the compliance burden for small and medium businesses, like by permitting self-certification in some areas, restricting the powers given to labour inspectors through Random Inspection Scheme, and by modernizing labour laws.

The workshop focused on concept like Impact of labour reforms on India's Global Trade Competitiveness and Make in India; Policy Perspective on Skill Development-Need for building an Eco-System; Workplace Conflict-Roles of Social Partners; Case studies on Labour Issues; Understanding Labour Reforms; Occupational Safety and Social Protection. The workshop also addressed labour and human resource related issues to make business more responsible towards society.

Eminent Speakers who took sessions at the programme were Ms. Sabina Dewan (President & Executive Director, Just Job Network (Co-Founder with John Podesta) Formerly, Senior Fellow and Director for Economic Policy at the Centre for American Progress), Prof. Dr. Arya Kumar (Director, Lal Bahadur Shastri Institute of Management, New Delhi. Formerly, Dean Student Welfare Division and Chief Entrepreneurship Development & IPR Unit BITS, Pilani), Dr. Pravin Sinha (Sr. Advisor [Labour & IR], Friedrich Ebert Stiftung-India Secretary General of the India Industrial Relations Association; Member of the NHRC's Core Group on Bonded Labour), Mr. Ratan Agrawal (Senior General Manager, Hero Moto Corp, Previously, Vice President HR, Maruti Suzuki Ltd.), Mr. Abhik Ghosh (Former IAS & UN/ILO official, Honorary Senior Adviser, BRICS Chamber of Commerce & Industry, Convener, FICCI's Special Group on Labour Reforms, Dr. S.C. Srivastava (Secretary General, National Labour Law Association, First LLD in Labour Law in India).

The participants liked spectrum of topics covered, the varied experience of speakers, case studies, sharing of best practices with peer-to-peer networking.

The programme ended with the Distribution of Certificates after valedictory address & Vote of thanks by Mr. Rajesh Batra, Head, Centre for MSME, IICA, Manesar at 4.30 p.m. on 23rd April, 2016. In his vote of thanks, Mr. Rajesh Batra expressed his gratitude and appreciation to distinguished speakers who steered the sessions by giving an excellent coverage on various aspects of Labour Laws with their wide experience. Besides, he also conveyed thanks to all distinguished participants who came from various places to attend the workshop. Before concluding, he expressed his sincere appreciation to Ms. Jyoti Srivastava, Advocate, Founder of Indian Law Watch for all the efforts she had put in as “**Knowledge Partner**” to make the workshop a success.

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