
Certification Program

on

Re-imaging IR & Labour Laws: Yesterday, Today & Tomorrow

Duration	18 Hours
Modules	6
Structure	3 Hours every Monday & Wednesday for 3 weeks- 5:30pm to 8:30pm
Methodology	Facilitator led Virtual intervention with the element of team coaching. Pre-test, MCQs, Group discussions, activities, quizzes, case studies and practice tools.
Target Participants	HR Professionals, IR Professionals, People Managers
Course Fee	INR 30,000 + GST <i>(Early bird discount of 10% till 28th October'22)</i>
Registration	Write to- Supriti.banerjee@ficci.com

Course Outline

Session	Topic	Key Areas to be focused upon in the Training
1	Outsourced Manpower Management	<ul style="list-style-type: none"> • Contract labour: Outsourcing under CLRA Act and the changing paradigm according to OSH&WC Code, 2020. • Engagement of Contract Labour: Identification of risks and insulation as per CLRA Act and OSH&WC Code. • Contract Labour Management: compliances with rules and forms. • Judicial pronouncement on managing contract labour.
2	Managing business & Risk insulation	<ul style="list-style-type: none"> • Identification of risks and insulation Right & Duties of Managers for managing manufacturing unit (Factories Act vis-à-vis OSH&WC Code, 2020) and service industry. • Compliances: Rules & Forms as per the OSH&WC Code.
3	Strategic IR	<ul style="list-style-type: none"> • Comparative analysis: ID Act vis à vis IR Code. • Issues on retrenchment, layoff, strike etc. as per today's & tomorrow's law. • Identification of risk and its insulation: A best IR practice.
4	Handling unions	<ul style="list-style-type: none"> • LTS: Selecting bargaining unit and recognition and negotiation. • Best ER practices: Dispute resolution mechanism (GRC), Arbitration etc.
5	New wage policy & its implication in industrial establishments	<ul style="list-style-type: none"> • Definition of Wages (New) and its interpretation and implication. • Issues & Application: Minimum Wage, Payment of Wage, Bonus Cost to Company. • Compliances: Rules & Forms as per Code on Wages, 2019.
6	Compensation & Social Security	<ul style="list-style-type: none"> • Issues Relating to Injury Compensation (ECA), Gratuity, Maternity Benefit, PF & ESI – Today vis-à-vis Tomorrow. • Emergence of new type of workers, For eg. Gig & Platform workers.

Pedagogy/ Evaluation

- The soft copy of the course material shall be sent directly to the participants well in advance.
- On the first day, an evaluation test (WhatsApp mode) whether the participants have read the materials sent by us.
- All participants shall be divided into different groups and each group will be headed by a leader selected by us.
- The leader of the respective group shall have the WhatsApp numbers of the other members of their group and shall make a respective WhatsApp group for their internal group discussion.
- There shall be few MCQs shown on the screen and time will be allotted not more than two minutes for answering. The leaders shall discuss with their respective members through WhatsApp mode and shall send to us the answer on the WhatsApp number which shall be provided in the due course.
- The group leaders are only entitled to send the answer through WhatsApp.
- There shall be few case-lets provided at a later stage of the session and which shall be discussed by the members of the group amongst themselves during the intervals between the sessions.
- The answers of such case-lets shall be sent to us through e-mail which shall be discussed on the platform at the time of ongoing session.
- There shall be a case study provided by us to the participants through mail and they will discuss amongst their group members and send the answer to us through e-mail which shall be discussed by the faculty at the time of session.
- XLRI and FICCI will evaluate the participants and issue the e-Certificate after the final session.

What's in it for you?

- An in-depth applied skills for professionals assigned to manage industrial relations, employee relations functions and offers a wide-ranging blend of theories and practical in this field
- Aims to develop and practice core skills related to IR
- Obtain wider insight into the broad spectrum encompassing Industrial Relation and Labour Laws in India and its Application.

Facilitator Profile



Prof. P.K Padhi joined XLRI in 2002 and is working as a professor in the HRM area. Prior to 2002, he was a Principal in Utkal University Law College in 1994 after completing his LL.B.; LL.M. from Cochin University & Ph.D. in Law. To his credit he has published 8 books and published more than 25 articles in national & international journals and visited Dubai, Singapore, Paris, Malaysia, Israel and Hong Kong for teaching and training assignments. Prof. Padhi is a trainer for almost all PSUs namely- NTPC, NPCIL, IOL, DVC, ISRO, RBI, SBI, IOCL, Power Grid, GAIL, ONGC, HAL, NHPC. Prof Padhi conducts 5-Day Training Programme on labour Laws for all Central Labour Commissioners since 2004. Almost all ALC, RLC & Deputy CLC of Govt of India have visited XLRI and stayed for a week for the Training. He conducts open workshops in all metro cities on Contract Management and Contract Labour Management and New Labour Codes through NHRDN Kolkata Chapter, BDMA, etc. He also conducts training programmes for Private companies as well like Adani, Asian Paints, Mahindra & Mahindra, Reliance, Dr.Reddy, L&T, Sandvik Asia, Microsoft, Accenture, etc. He also provides consultancy in Labour Management, Labour Compliances, Contract and Contract Labour management to many companies such as JSW, MOIL, Reliance, L&T, Godrej, GRSE, NPCIL, HZL, XL Health etc. He is also an Advisor to the HR Federation of India. His areas of interests are Labour Laws & Contract Management.