

BCIC – EFSI Half-day Workshop on “Innovative Wage Settlements – Sharing of Experiences” on Thursday, January 28, 2010

Bangalore Chamber of Industry and Commerce (BCIC) along with Employers’ Federation of Southern India (EFSI), Chennai organized a Half-day Workshop on “Innovative Wage Settlements – Sharing of Experiences” on Thursday, January 28, 2010 . The main objective of the above Workshop is to equip practicing HR Managers to understand the coverage and contents of new ideas/innovative Wage Settlements with Unions and also to study the strategies and process adopted in the unique collective agreements/settlements in some of the companies.

The Workshop covered various key issues such as :- Overview of unusual and unique Wage Agreement/s; Latest approach on responsibilities of Management on Wage Settlements; Ensure Competitiveness thereby safeguard jobs; Optimum utilization of Human Resources; and Changes in Work Practices.

Mr. G Manjunath, Deputy Labour Commissioner (P & S), Labour Department, Government of Karnataka was the Chief Guest at the above Workshop.

Mr. K R Girish, President, BCIC welcomed Mr. G Manjunath, Deputy Labour Commissioner (P & S), Labour Department, Government of Karnataka and thanked him for acceding to the Chamber’s request at a very short notice despite his busy schedule. He also welcomed Mr. D. Arun Kumar, President of EFSI, Mr. T N Jawaharlal, Secretary, EFSI and thanked the distinguished speakers for accepting Chamber’s invitation to be a part of this Workshop.

In his welcome address, Mr. Girish said that in order to ensure survival, growth and success of the business, particularly in the economic slowdown environment, it is necessary for the Management to introduce innovative wage settlements with Trade Unions/Workers Unions and adopt strategies with cooperation of workers which may help in improving the competitive ability of the organization to meet the present challenges being faced by the industry. The wage settlements between Management and Trade Unions have to be innovative and based on present competitive business environment, Mr. Girish further added.

Mr. N. Ahmedali, Chairman, HR & Training Expert Committee, BCIC appreciated the Chamber for organizing this Workshop at the right moment and said at the present scenario of Global Competition, this subject is of great importance for both the Management & Union & they need to play a very proactive role. He then requested Mr.Manjunath to deliver his Keynote Address.

In his Keynote Address, Mr. Manjunath said that the State of Karnataka has been always in the forefront in the area of labour reforms and he said that Karnataka is the first State in the country to constitute a Board for Unorganized Sector. He also mentioned on the following golden rules for Management in the area of Industrial Relations, viz.,

- a) Management should have harmony in Industrial Relations as Rule
- b) Management should adopt uniform applicability of Procedures and Rules.
- c) Need for binding in good faith with union.
- d) Institutionalize joint action with union employees
- e) Develop and foster relationships with the rank and file of the Union apart from the Union Leaders
- f) Respect and accept Industrial Relations in an enterprise.

He said that the issues of Trade Unions have become Global and the challenges are driven by Consumer driven NGOs. The word CSR (Corporate Social Responsibility) has got a new meaning and it is known as Corporate Social Entrepreneurship. The Management should follow ethical trade practices and they are socially accountable. .

In his introductory remarks, Mr. D. Arun Kumar, President, EFSI said that the current Labour Legislations are over burdened with rules and regulations and there is an urgent need to simplify the same in concurrence with the current environment. He said under the current scenario no employment is permanent and each worker need to pick up three to four skills in order to protect his job. In the era of globalised economy, everyone need to go with the current trends and to comply with the law of the land, he further added.

The inaugural session was followed by Technical Sessions with presentations from the following eminent speakers:-

(1) Mr. T S Jaishankar, Vice President – HR & Projects, Toyota Kirloskar Motor Ltd in his presentation pointed out on assorted initiatives comprising:

- ✓ Human Resources Challenges – Organization Culture, Human Development Model, implementation of Work Life Plan
- ✓ HR Strategy – Continuous improvement in Intellectual, Spiritual, Emotional and Physical strategy
- ✓ HR Practices – Work place environment, sincere communication through various channels, establishing the relationship of mutual trust and respect

He particularly mentioned that the Company has its wage settlements every year and said that at every stage of negotiations but the representatives of the Management and the Union will be present to arrive at a consensus.

Mr. J H Sastry, General Manager– Manufacturing & Mr. V Brahmanand, Sr. Manager – HR & Personnel, Wendt India Ltd made an excellent presentation on the “Unique Permanent Wage Settlement” implemented in their organization covering key areas viz.,

- ✓ Ethos of Wage Settlements – Process – Consequences – Management Decisions
- ✓ Implementation of TQM Culture and Best HR Practices
- ✓ Welfare Measures

Mr. T Sudhakar Rao, Executive Director – HR, HAL, Bangalore briefed on the major issues that needs to be components of the Wage Structure like:

- ✓ Major components of Wage Structure
- ✓ Wage Settlements – Current Trends
- ✓ Creation of Background for better negotiations
- ✓ Measures to absorb cost of wage revision
- ✓ Performance related incentives

The presentations were followed by a panel discussion which was Chaired by Mr. N. Ahmedali, Chairman, HR & Training Expert Committee, BCIC .

The Workshop witnessed demonstration of some of the best innovative practices on the art of negotiations, innovative strategies, regular interaction with the staff and also various incentives and award schemes which were well received by all the participants. Over 75 HR representatives from various companies participated at the above Workshop.

Mr.T.S.Sampath Kumar, Secretary General, BCIC proposed a hearty vote of thanks.