



Workshop On Negotiating a Charter of Demands

About the workshop

In many companies, the long term settlement entered into with the workmen ends every three years or more and the companies receive a charter of demands that signify the aspirations and expectations of the workmen. Negotiating the Charter for the management is more linked to the company's own plans in the future and its affordability. For the workmen and unions, it represents a means for improving their quality of life and in exchange they are willing to improve the efficiency and productivity of the organisation and the workplace. Negotiating a Charter of Demands provides an opportunity to the Company to set right many wrongs, but at the same time, where organisations are unable to meet the expectations of the workers, conflict can ensue.

Agitations and conflicts in some of the companies like Mahindra and Mahindra, Bajaj and Thermax show the negotiations can also put the organisation into turmoil and getting to the path of productivity and performance can become murky and conflict ridden. Companies like MICO, TOYOTA and BOSCH in Bangalore have also gone through agitations before the settlement. There are important lessons for the companies when they are negotiating the wage settlements. **The management must also have a good idea of what is negotiable and what is not, an issue that is lost on much management in India.** This workshop will update one with the current approaches and leading initiatives in manufacturing establishments.

Trade Unions also have a dilemma of not knowing how to settle when extravagant wage settlements that have taken place in the Pune and other regions. Negotiations in such an environment not only need good skills but also understanding the dynamics of power play and pressures to make a deal happen. Making a deal involves crafty capabilities and settlements cannot happen without strategy.

Who should attend?

It is extremely important for the members of the negotiating team attend the Workshop and sharpen their own understanding of the negotiation process and understand how strategy can shape outcomes. Insights into worker and Union behaviour and very simple interactive learning process sharpen understanding and determine outcomes. Line Managers on the Negotiating Committee, Finance Professional, Legal Managers, Company Secretaries and Directors of the Company negotiating wage settlements will benefit immensely from this Workshop.

Facilitator



Dr. R. Krishna Murthy

Heading S.R. Mohan Das & Associates and Director, Industrial Relations Institute of India is a recognised and renowned expert on Industrial Relations and has conducted several workshops for companies and several professional organisations in several parts of India. He has studied many settlements and obtained unique insights that will enable the participants to understand the negotiation process and help the organisation evolve its own strategy in negotiating its charter of demands.

Date: 27th September, 2017 Time: 09.30 am to 5.30 pm

Venue

BMA Knowledge Enrichment Facility, 9, Podar House, A Road, Churchgate – 400020

Registration Fees (plus Service Tax + Cess = 18%):

Cheque / DD in favour of 'Bombay Management Association' BMA Members: Rs.3,500/- Non-Members: Rs.4,500/-

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