

BMA Presents “4 CODES - A ROADMAP FOR LABOUR MARKET REFORMS”
In Partnership with NHRDN and TISS
Venue: TISS Auditorium, TISS Mumbai, Date: Saturday, January 20th, 2018 at 9.00 am

DRAFT AGENDA

8.30 am to 9.15 am	REGISTRATION & TEA/ COFFEE
9.15 am to 9.20 am	WELCOME ADDRESS: Mr MD Agrawal, President BMA
9.20 am to 9.30 am	INTRODUCTION TO HR CONVENTION: Mr M. Lakshmanan, President, Mumbai Chapter, NHRDN
9.30 am to 9.45 am	<u>INAUGURAL SESSION:</u> Address by Chief Guest , Secretary Labour Ministry ADDRESS BY DIRECTOR TISS, Dr. Parasuraman <u>PLENARY SESSION 1</u> Legislative Trends –LL : Mr Bharat Goyal Industry Perspective –TATA Sons/M&M: Speaker to be identified VOTE OF THANKS: Mr. Suhas Lohokare, VP, BMA FELICITATION OF GUESTS ON THE DAIS TEA BREAK <u>PANEL DISCUSSION FOLLOWED BY Q & A SESSION:</u> 4 CODES OF LABOUR REFORMS with Emphasis on Payment of Wages, Maternity Benefit, Industrial Employment and Child Labour : Speakers to be suggested/identified by Dr Krishna Murthy
9.45 am to 9.55 am	
<u>9.55 am to 10.55 am</u>	
9.55 am to 10.25 am	
10.25 am to 10.55am	
10.55 am to 11.00 am	
11.00 am to 11.05 am	
11.05 am to 11.30 am	
<u>11.30 am to 1.00 pm</u>	
1.00 pm to 2.00pm	NETWORKING & LUNCH
2.00 pm to 2.30 pm	<u>PLENARY SESSION 2: EXPERIENTIAL LEARNING IN INDUSTRIAL RELATIONS</u> India in ILO: Mr Rajiv Dube Manesar Plant, Maruti - Violence (19th July 2012) : Mr SahilLal Dynamics of Trade Union Problems : Mr. DilipManglik, Union Leader from Thermax TEA BREAK <u>PLENARY SESSION 3: IMPACT OF 4 CODES - AN INDUSTRY PERSPECTIVE</u> Banking Sector : SBI Automotive Sector : Hyundai/Skoda IT Sector : IT Sector Construction and Infrastructure/Textiles Sector : Mr Yogi Sriram, Mr K A Narayan, President HR, Raymonds VALEDICTORY SESSION Judicial Perspective on Labour Laws : Justice Sri Krishna
2.30 pm to 3.00 pm	
3.00 pm to 3.30 pm	
3.30 pm to 4.00 pm	
4.00 pm to 5.00 pm	
4.00 pm to 4.15 pm	
4.15 pm to 4.30 pm	
4.30 pm to 4.45 pm	
4.45 pm to 5.00 pm	
5.00 pm to 5.20 pm	
5.20 pm- 5.30 pm	Closure and Vote of Thanks

***Note: this is the partial list of suggested speakers, to be finalized during our brain storming sessions**

“A ROADMAP FOR LABOUR MARKET REFORMS”

4 CODES

Our Labour laws were ancient, complex and restrictive and therefore a great impediment for the growth of Economy.

Current Challenges: Advent of technology, digitization and evolution of service economy required a relook at obsolete rules, regulations and especially labour laws to improve productivity, job creation, workers' safety and realization of the much talked about demographical dividend. Indian economy is majorly supported by the MSME sector and the 44 labour laws were also taking toll on Small Business Enterprises.

Emerging Scenario: The Ministry of Labour & Employment (MoLE), Government of India is in the process of amalgamating the relevant provisions of the existing 44 central labour laws into 4 codes to rationalise, consolidate and simplify the laws and launch the much awaited labour reforms. The proposed legislation is expected to benefit over 4 crore employees across the country; over 90% of which are in unorganized sector with job, wage and social security and boost the labour market flexibility.

The four codes include –

- 1) **Code on Wages**
- 2) **Code on Industrial Relations**
- 3) **Code on Social Security and**
- 4) **Code on Safety, Health & Working Conditions.**

Besides codification, the Ministry of Labour & Employment (MoLE) aims to undertake number of initiatives for bringing transparency and accountability in enforcement of Labour Laws, which includes nationalise the Labour Laws as well as activation of UAN (Universal Account Number).

BMA a Thought Leader; has always been a Change Agent and in forefront to embrace the futuristic leadership and management thinking and practices.

BMA in esteemed partnership with NHRDN and TISS proudly presents to you a daylong conference on **“4 Codes - A Roadmap For Labour Market Reforms”** with a unique architecture aimed at delivering value to industry leaders across the corporates, smes, startups, academicians, self employed management professionals, management students and entrepreneurs alike.

With a galaxy of panelists and speakers comprising of stalwarts and experts to deliberate on the implications of four codes, on our businesses, industries and economy as a whole we have a day ahead packed with engaging discussions, deep insights and invaluable lessons.

This conference titled **“4 Codes - A Roadmap For Labour Market Reforms”** aims to cover:

- ✓ Potential reforms on labour markets e.g. 4 Codes in India and it's Impact
- ✓ Emergent industrial relations scenario and perspective from diverse stakeholders such as government, employers, regulators, trade unions, academicians etc.
- ✓ Case studies and best practices from industrial relations
- ✓ Management of workforce with focus on both formal and informal sector
- ✓ Trends in social security benefits and statutory compliances

TECHNICAL COMMITTEE

M. D. Agrawal, President & Conference Chair, Suhas Lohokare, Vice President, Chhaya Sehgal, Honourary Secretary and Conference Co – Chair, Nishant Dangle Executive Committee Member

For any query contact : Colonel A. R. Khadar (T) (Direct) 91-22 22047650 / 22049698 / 22024743/22029616 (M) +91-8939924315 (E) khadar.ark@bma-india.com Latest update on program visit www.bma-india.com/dls2017