

CII – EFI National Conference on Industrial Relations

‘Transforming Workforce Ecosystem for Sustainable & Inclusive Growth’

14 December 2023 | Mumbai | 1000 – 1930 hrs

1000–1100 Hrs	Inaugural Session	
1100 – 1215 hrs	Panel Discussion - I	Industry - Trade Union Collaboration in Changing World
<p>In the rapidly changing world, fostering collaborative progress between industry trade unions is imperative. This partnership is instrumental in advancing the mutual interests of both workers and employers. Amid this backdrop, the collaborative partnership between trade unions and industry takes on a broader significance. It is no longer just about traditional negotiations over wages and working conditions but also about collective responses to contemporary worker challenges. Concerns relevant to the modern workforce, such as work-life balance, job security amid automation, and the rise of the gig economy. Working hand in hand, both parties can navigate the changing world of work more effectively.</p> <ul style="list-style-type: none"> ➤ How are Industry and trade unions collaborating to find common ground and promote the welfare of workers while considering the impact of automation and other technological advancements on employment? ➤ How has the role of trade unions evolved in the face of technological advancements, gig economy growth, and changing work dynamics, and what are the benefits of their engagement in addressing modern workforce issues? ➤ Examples of successful collaborative efforts between trade unions and industry that have resulted in positive outcomes for workers and employers alike. 		
1215 – 1300 hrs	Panel Discussion - II	Creating Support Ecosystem: Women Returning to Work
<p>As we drive in the changing dynamics of the workforce, one essential aspect that has garnered significant attention is the reintegration of women after a career break, often due to maternity. This panel discussion aims to shed light on the challenges and opportunities women face when returning to work. It will explore how organizations can empower and support women during this crucial phase of their professional journey. By fostering discussions on flexible work arrangements, skill enhancement, and tailored career development programs, the panel aims to provide valuable insights into how businesses can create a conducive environment for women to reignite their careers effectively. The goal is to provide women rejoining the workforce with the tools and knowledge they need to thrive in the modern workforce while promoting diversity, inclusivity, and gender equality in our professional communities.</p> <ul style="list-style-type: none"> ➤ How can we establish a supportive environment for new mothers? ➤ What are some key challenges faced by women returning to work after career break, particularly after maternity leaves? ➤ Are there any tailored career developments programs in your company to help women willing to join after career gap? ➤ How can the significant gender gap in the mid and senior level leadership positions be addressed? 		

1300 – 1345 hrs	BREAK	
1345 – 1500 hrs	Panel Discussion - III	Workplace flexibility & remote work: Challenges & Opportunities
<p>This flexibility has introduced new possibilities for work-life balance and has expanded the talent pool, enabling companies to tap into a more diverse range of skills from across the globe. However, challenges have emerged in managing remote work effectively. Employers must address issues related to maintaining employee productivity, engagement, and collaboration while ensuring the well-being of remote workers. Companies must adapt their management strategies, invest in digital infrastructure, and establish clear remote work policies to harness the opportunities of workplace flexibility effectively. As organizations continue to navigate the challenges of remote work, they need to focus on fostering a culture of trust, investing in technology to support collaboration, and ensuring their policies and procedures are updated to accommodate the changing landscape of work.</p> <ul style="list-style-type: none"> ➤ What are the challenges that companies have encountered with the coming up of remote work and increased workplace flexibility? ➤ What types of flexibility do you believe can enhance workforce productivity while also meeting employee needs? ➤ Time banking & flexitime are the new approaches for productive workplaces. ➤ Is the elimination of remote work a viable solution for the workforce of the future, given that many traditional organizations are attempting to do so? 		
1500 – 1545 hrs	Special Session	
1545 – 1645 hrs	Panel Discussion - IV	Transforming Industrial Relations: Leveraging Technology & Data at Workplace
<p>The integration of technology and data analytics in industrial relations is becoming increasingly important as organizations seek more efficient, data-driven approaches to manage their workforce and labor relations. The session will discuss some key aspects regarding technology and data in industrial relations.</p> <ul style="list-style-type: none"> ➤ Discuss the challenges and opportunities of using data to support labor negotiations. ➤ Analyze how data analytics and technology can drive labor negotiations by providing insights into workforce productivity, costs, and employee satisfaction. ➤ Understanding how automation and artificial intelligence the potential have to displace certain jobs, impacting labor relations by necessitating reskilling or upskilling for affected employees. ➤ Explore the use of AI and machine learning in streamlining the recruitment process, including resume screening and candidate matching. 		
1645 – 1700 hrs	Tea Break	

EFI – CII National Awards

“Excellence in Employee Relations - Pathway to Excellence 2023 (7th Edition)”

14 December 2023 | 1700 – 1930 hrs

The Employers' Federation of India (EFI) and Confederation of Indian Industry (CII) is dedicated to advancing the cause of excellence in Employee Relations as a fundamental driver of productivity and competitiveness. The Awards are recognition of the commitment, tireless efforts, teamwork and focused ER/IR/HRM strategies of enterprises in India. The Awards seek to felicitate enterprises, who place people at the core of their businesses and have crafted and implemented policies, systems and processes that create and sustain competitiveness, fairness with inclusivity, human development along with industrial peace and harmony.

Presentation by Award Winning Companies

Recognition Ceremony

- Sustained Significant Achievement in Employee Relations
- Significant Achievement in Employee Relations – Pan India / Single Unit
- Strong Commitment in Employee Relations – Pan India / Single Unit
- Special Appreciation in Employee Relations – Diversity at workplace - Pan India / Single Unit