



EFI National HRM Summit - 2015 &
CIE 35th Employee Relations Conference

***“UNLEASHING PEOPLE’S POTENTIAL
FOR GLOBAL COMPETITIVENESS”***

Mumbai - December 9 - 10, 2015
Hotel ITC Grand Central, Parel, Mumbai 400012



Promoting Competitive, Fair & Inclusive Workplace

Theme :

World of work is witnessing unprecedented and rapid changes, thanks to the fast changing technology including *information and communication (ICT)* intensifying competition globally. The world of work is getting strongly influenced by many factors that drew links from the above context. Some of the more important/visible ones include Digitization/Technology, multi-generational co-existence, outsourcing etc. Essentially, it has almost come to a point where any business – operating anywhere in the world has to stand the test of global competitiveness.

These changes have far reaching implications on the manner work is performed, and, as such on 'employee' himself/herself whether in terms of skills, mobility, wages, social security and quality of life.

Proliferations of all kinds of supply chains who specialize in supplying parts or the entire product are wooing the employers and also the employees. The process is not devoid of encouraging high level skills required in smaller numbers and deskilling the larger workforce. The only and most sustainable competitive edge is the 'potential of people' and how their knowledge, skills, thoughts, attitudes, beliefs, values and mindsets are channelized towards organization/national purpose.

In this context, India has begun a journey of refocusing sharply on 'Make in India' leitmotif, to drive public, economic and firms policy. It may have variants like 'Make it happen in India', but all of them seem to echo the same sentiment.

While the fairness, equity, inclusiveness & others, are the societal needs, it is equally important to ensure that individual organizations, industries and the country is competitive and be amongst the best in the world for longer term sustenance. In this quest, India need not limit itself to merely being competitive in products and services but can aspire to reinforce and build upon our advantage as the preferred global workforce provider. This is an emerging reality as population in many countries are ageing (decreasing birth rates, enhanced longevity being the causes) besides nuclearization of family units, migration and other factors.

This Summit will endeavor to show case some of the critical opportunities and challenges. It would also bring to the fore, those organizations and individuals - be it in India or anywhere in the world - who have already travelled on different roads. We will be lucky to hear and learn from these brave pioneers who have paid the cost of our learning (which means we do not have to reinvent the wheel...)

The summit promises to be the "best in class". EFI looks forward to welcoming you and your colleagues to participate in this important Summit.

CIE

The Council of Indian Employers (CIE) is the apex organization of the employers in the country to formulate and develop labour and social policies within the framework of tripartism. The Council is constituted by coming together of the three major Employer Organizations i.e. All India Organization of Employers (AIOE), Employers' Federation of India (EFI) Standing Conference of Public Enterprises (SCOPE).

EFI

The Employers' Federation of India is a leading apex national organization of Employers recognized by the Ministry of Labour and Employment, the State Governments and the ILO. It was set up in 1933 with the purpose of protecting, promoting and championing the interests of employers mainly in the areas of Human Resources, Industrial Relations, Labour problems and cognate matters. EFI represents employers at the ILO in India and its headquarters in Geneva. EFI also represents employers in EPFO, ESIC, Workers Education scheme etc.

ILO

The International Labour Organization is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work related issues. Website : www.ilo.org/india.

The programme

08.30 am - 09.45 am : Registration at the venue

09.45 am - 10.45 am		Welcome Address	: Mr. R. Mukundan President - EFI & Managing Director Tata Chemicals Ltd. Mumbai
Inaugural Comments :	Ms. Panudda Boonpala Director-ILO-DWT-India, New Delhi	Address by Guest of Honour	: Mr. Arun Maira Former Member - Planning Commission, Government of India, Gurgaon
			: Shri Shankar Aggarwal, IAS* Secretary – Labour, Ministry of Labour & Employment, Govt. of India, New Delhi
			: Mr. Baldev Singh, IAS* Secretary – Labour, Govt. of Maharashtra, Mumbai
			: Mr. N. S. Rajan* Member – Group Executive Council & Group Chief Human Resources Officer Tata Sons Limited, Mumbai
		Address by Chief Guest	: Mr. Bandaru Dattatreya,* Hon'ble Minister of State (Independent Charge) for Labour & Employment, Govt. of India, New Delhi
		Vote of Thanks	: Mr. R.S. Maker Director General - Employers' Federation of India Mumbai

10.45am - 11.15 am **TEA / COFFEE BREAK**

11.15 am - 12.45 pm **Distribution of National Awards for Excellence in Employee Relations**

12.45 pm - 01.45 pm **LUNCH BREAK**

Timing	Session	Chairperson	Keynote Speakers
Special Session 01.45 pm to 02.00 pm	Introduction of the Theme		Mr. Vineet Kaul * Chief People Officer Hindalco Industries Ltd. Mumbai
Technical Session – I 02.00 pm to 03.30 pm	"Crystal Ball Gazing into the Future of Work" • Technology • Virtual Work Place • Digitization • Emerging Workforce • Generational Coexistence • Differently abled • Women	Ms. Tomoko Nishimoto * Asst. Director General Reg. Director for Asia & the Pacific International Labour Organization, Bangkok	Mr. T. V. Mohandas Pai * Chairman Manipal Global Education Services Bangalore – 560 052 Mr. S. Venkatesh Management Board Member President – Group HR RPG Enterprises, Mumbai Mr. Prince Augustine * EVP – Group Human Capital & Leadership Development Mahindra & Mahindra Limited Mumbai 400 018 Prof. Vijayan Pankajakshan Dean – HR We School Mumbai – 400 019

03.30 pm to 04.00 pm **TEA/COFFEE BREAK**

Technical Session - II 04.00 pm - 05.30 pm	"Skill India Mission" • Identifying and Meeting the Skill Gaps • Broad basing the Apprenticeship model- lessons from global apprenticeship programs • Promoting Entrepreneurial Skills	Mr. S. Ramadorai * Chairman National Skill Development Corpn. & National Skill Development Agency, New Delhi	Mr. S. S. Sandhu, IAS* Principal Secretary Skill Development, Employment & Entrepreneurship Maharashtra State, Mumbai Mr. Ranjan Choudhury * Principle – Programme Development & CEO, National Skill Development Corpn. New Delhi Ms. Rituparna Chakraborty, Senior Vice - President Teamlease Services Pvt. Ltd. Bangalore Dr. Rajen Mehrotra Former Sr. Employers' Specialist for South Asian Region, ILO & immediate Past President, Industrial Relations Institute of India, Mumbai
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Timing	Session	Chairperson	Keynote Speakers
Technical Session – III 09.45 am – 11.15 am	<p>“Value and Productivity Enhancement”</p> <ul style="list-style-type: none"> Innovation and Creativity in Enhancing Productivity : Union as a business partner Bargaining for enhanced Productivity Deploying non-conventional workforce Productivity of contingent workforce Global competitiveness - economic and social impact on Indian context. 	<p>Mr. Ravindra Peiris, Senior Specialist on Employers Activities, International Labour Organization, New Delhi</p>	<p>Mr. Baij Nath Rai National President Bharatiya Mazdoor Sangh New Delhi – 110 002</p> <p>Mr. Pradeep Bhargava Director Cummins India Ltd. Pune – 411 038</p>
11.15 am - 11.45 am	TEA / COFFEE BREAK		
Technical Session - IV 11.45 am - 01.15 pm	<p>Innovation in Employee Relations - Experience sharing by those who chose to walk different paths in Employee Relations</p> <p>Sobha Developers</p> <p>Hindustan Unilever Ltd.</p> <p>Classic Stripes</p> <p>Forbes Marshall</p>	<p>Dr. R. Krishna Murthy Director Industrial Relations Institute of India Mumbai</p>	<p>Mr. S. Narasimhan General Manager – HR Sobha Developers Ltd. Bangalore</p> <p>Mr. Sumit Sen* General Manager – ER/HR Hindustan Unilever Ltd. Mumbai</p> <p>Mr. Ratnakar Shetty * Head – HR Classic Stripes Pvt. Ltd. Vasai East</p> <p>Mr. Bobby Kuriakose * Director - HR Forbes Marshall Pvt. Ltd. Pune</p>
01.15 pm to 02.15 pm	LUNCH		
Technical Session V 02.15 pm - 03.45 pm	<p>“Empowering People”</p> <ul style="list-style-type: none"> Differently abled Women Affirmative Action 	<p>Dr. (Prof) Anil K. Gupta * Faculty - Indian Institute of Management, Ahmedabad</p>	<p>Mr. Dhruv Lakra Founder-Mirakle Couriers Pvt. Ltd. Mumbai 400 093</p> <p>Dr. Tanaya Mishra Managing Director - HR Accenture Services Pvt. Ltd. Mumbai 400 079</p> <p>Dr. (Prof.) Madhukar Shukla,* Faculty, XLRI - Jamshedpur</p>
03.45 pm to 04.15 pm	TEA/COFFEE BREAK		
04.15pm to 04.45 pm	TAKE AWAYS FROM THE SUMMIT		<p>Prof. Vijayan Pankajakshan Dean - HR - We School, Mumbai</p>
04.45 pm to 05.15 pm	VALEDICTORY ADDRESS		<p>Ms. Linda Kromjong* Secretary General International Organization of Employers Geneva</p>

*Confirmation Awaited

Who may participate

The participants at the Summit would consist of CEOs, Heads of HR/ ER/ IR and other Senior Management Personnel, Academicians, Students, Faculty of Management Institutes and trade union leaders nominated by organizations

Fee - Per Participant	For one	For 2-3	For 4 or more
Members*	Rs. 12,500	Rs. 10,600	Rs. 10,000
Non - Members	Rs. 15,000	Rs. 12,750	Rs. 12,000
Trade Union Representatives	Rs. 4,000	Rs. 4,000	Rs. 4,000
Self Employed and Professionals aged 60 years and above Students, faculty members of Management Institutes	Rs. 4,000	Rs. 4,000	Rs. 4,000

*Members of EFI, EFSI, PHDCCI, Bengal Chamber of Commerce, AIOE and SCOPE

Registration fee is not refundable but change in nomination is acceptable.

Venue : Hotel ITC Grand Central, 287, Dr. Babasaheb Ambedkar Road, Parel, Mumbai - 400 012

Tel.: 022 - 24101010 (General) 40175105 / 5106 (Banquets)



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