

EFI National HRM Summit – 2018 &  
CIE 38<sup>th</sup> Employee Relations Conference

“Industry 4.0 - Aligning Employee Relations”

29 - 30 November, 2018

Venue: 18.99, Latitude Banquets, GN-4, 4<sup>th</sup> Floor, Trade View Bldg,  
Oasis Complex, Kamala Mills, Lower Parel, Mumbai - 400 013





## THEME

### “Industry 4.0 – Aligning Employee Relations”

**Industry 4.0** is a name given to the current trend of automation and data exchange in manufacturing technologies. It includes cyber-physical systems, the Internet of things, cloud computing and cognitive computing. It is commonly referred to as the fourth **industrial revolution**.

Employee relations have its roots in the industrial revolution which created modern employment relationship. The harsh working condition with unrepressed profit making and employee clout in the 19th and 20th century, the conflict between capital and labour and hardship for employee of that time gave rise to the discipline of employee relations. Employee relations had always been the reaction to the economic and social changes in the society, as we have realized during the last 3 industrial revolutions triggered by:

- **Steam power, mechanization and weaving loom**

- **Electrical energy, mass production and assembly line; and**

- **Automation, computers and electronics.**

The industrious capitalist will continuously explore opportunities for enhancing wealth by entering new business line or improving the profitability in the existing businesses by reducing cost and improving productivity of the resources at his disposal. The 4th Industrial Revolution (Industry 4.0) underway expect the industry to set foundation for innovation and growth at an enhanced level, by adopting and integrating new digital and physical technologies. The key technologies like AI, Machine Learning, Chatbots, Quantum Computing, Internet of Things, Big data, Blockchains, will empower this revolution and the business success.

Given to understand that manufacturing, financial services, high tech and industrial digitization and retail and distribution industry will thrive in Industry 4.0, the Summit aims to explore the perspectives of the 3 key actors of Employee Relations, viz. the employers, the workers and the government to meet the challenges and concerns expected during the transition, with a view to align the employee relations to facilitate the change.

Although, the Summit prepares the HR / ER Professionals to reinvent their role keeping in view of the current onslaught of technology at a macro level, it realistically percolates into the relevant areas of Employee Relations such as Promoting Employee Engagement for Sustainability and Profitability: Multi Generational Approach, Building Harmony at work place- role of trade union and management etc.

The format of the conference will include discussions, conversations with Policy makers in Government, International Labour Organization, Business, ER / HR & Union Leaders, Academicians and Consultants from all over the country. **The Panel Discussions, Presentation on “Industry 4.0 – The Future of Work and its Impact on Forms of Employment” followed by the Research Paper Competition** shall provide the delegates access to priceless thoughts and experiences which in turn would impel us to learn, relearn, unlearn and reinvent ourselves to be the front runners in Employee Relations.

The Summit promises to be the “BEST IN CLASS”. EFI looks forward to welcome you and your colleagues to participate in our Annual National HRM Summit – 2018.

## 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 Indian 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 & many other places.

## 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.

## Programme

Breakfast & Registration 08.30 am to 09.30 am - Day 1, 29 November, 2018

09.30 am to 10.45 am

### Inaugural Session

Welcome & Inaugural Comments

**Mr. Vineet Kaul**  
President, EFI & Advisor  
Aditya Birla Group

Keynote Address

### Chief Guest

**Mr. Heeralal Samariya**  
Secretary  
Ministry of Labour & Employment,  
Govt. of India

### Guest of Honour

**Ms. Dagmar Walter**  
Director, ILO-DWT for South Asia

### Vote of Thanks

**Mr. Vijay Padate**  
Director General  
EFI

10.45 am to 11.00 am : TEA / COFFEE

Time

Session

Chairman

Speaker

Session I  
11.00 am to 12.30 pm

Emerging Global Business  
Environment & Employee  
Relations (PESTEL Perspective)

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**Dr. Ajit Ranade**  
Chief Economist,  
Aditya Birla Group

**Prof. Rishikesh T. Krishnan**  
Director &  
Professor of Strategic Management  
IIM - Indore

Session II  
12.30 pm to 01.15 pm

Industry 4.0: The future of work &  
its impact on forms of Employment

**Mr. Peeyush Arya**  
Partner, Deloitte

01.15 pm to 02.15 pm

LUNCH

Session III  
02.15 pm to 04.00 pm

Promoting Employee Engagement  
for Sustainability and Profitability:  
Multi Generational Approach

**Mr. R. Mukundan**  
Managing Director  
Tata Chemicals

**Ms. Shanta V. Gandhi**  
Associate President &  
Head - HR, CSR & Internal Branding  
RBL Bank

**Mr. Vishal Bhatia**  
CEO, Swiggy Access & Private Brands

**Mr. Shivakumar P.**  
CEO, Apollo Hospitals

04.00 pm to 04.15 pm TEA / COFFEE

Session IV  
04.15 pm to 5.45 pm

Building Harmonious Employee  
Relations for Business Growth

**Mr. Vivek Patwardhan**  
Executive Coach &  
OD Facilitator

**Mr. Sharad Gagal**  
Executive Vice President -HR  
Thermax Ltd.

**Mr. Ravindra Peiris**  
Sr. Specialist on Employers Activities  
ILO-DWT for South Asia

**Dr. Balchandra Kango**  
Member - Working Committee, AITUC  
Member - National Secretariat, CPI



## 09.00 am to 09.30 am : Networking Breakfast

Time	Session	Chairman	Speaker
Special Session 09.30 am to 09.45 am	Summary of Learnings (Day 1)	<b>Mr. Ramesh Shankar</b> Chairman - EFI HRC & Executive Vice President –HR Siemens Ltd.	
Session V 09.45 am to 11.15 am	Bridging Jobs & Skills Mismatch - Creating Employability - Experiential Learning	<b>Dr. K. P. Krishnan</b> Secretary Ministry of Skill Development & Entrepreneurship, Govt. of India	<b>Mr. Rohan Kadlay</b> General Manager - HR Siemens Ltd.  <b>Mr. Saurabh Singh</b> Sr. General Manager - ICICI Bank & President ICICI Foundation  <b>Mr. Sanjay Shivnani</b> Head-Vocational Education & Training Aditya Birla Group
<b>11.15 am to 11.30 am</b>	<b>TEA / COFFEE BREAK</b>		
Session VI 11.30 am to 01.00 pm	Evolving Sustainable Work Environment - Ecology, Wellness & OHSAS for Triple Bottom-Line	<b>Mr. Dilip Gaur</b> Managing Director Grasim Industries Ltd. & Director of Aditya Birla Management Corp. Pvt. Ltd.	<b>Ms. Archana Bisht</b> Founder & Director 1 to 1Help.net  <b>Dr. Lakshmi Nadkarni</b> Director-HR & Executive Director on Board BASF  <b>Dr. Tsuyoshi Kawakami</b> Sr. Specialist on OSH & Labour Inspection ILO-DWT for South Asia
<b>01.00 pm to 02.00 pm</b>	<b>LUNCH</b>		
02.00 pm to 03.15 pm	Research Paper Competition- Short listed Teams	<b>Mr. Visty Banaji</b> Chief Executive Officer, Banner Global Consulting	
03.15 pm to 03.45 pm	Wrap Up & Take Away of the Summit	<b>Prof. Vijayan Pankajakshan</b> Dean HR, WE School	
<b>03.45 pm</b>	<b>TEA / COFFEE</b>		

**Who may participate**

The participants at the Summit would consist of CEOs, Heads of HR/ER/IR, Business Managers, Academicians, Students, Faculty of Management Institutes and trade union leaders.

*Fee - Per Participant	For one	For 2 - 3	For 4 or more
**Members	Rs. 8,000	Rs.7,000	Rs. 6,000
Non - Members	Rs. 10,000	Rs.9,000	Rs. 8,000
Trade Union Representatives, Students, faculty members of Management Institute, Self Employed and Professionals aged 60 years and above	Rs. 4,000	Rs. 4,000	Rs. 4,000

\*GST @ 18% will be extra on the above participation fees

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

Standard Bank format for NEFT/RTGS	
Account Name	THE EMPLOYERS FEDERATION OF INDIA
Bank Account Number	1721340156
Bank Name	CENTRAL BANK OF INDIA
IFSC Code	CBIN0280621

**Registration:**

Registration can be sent by e-mail - [efisolar@gmail.com](mailto:efisolar@gmail.com)

The Registration fee will cover working lunch, tea/coffee and Summit materials. Payment can be made by NEFT/RTGS.

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

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