



We Shape Futures

Management of Contract Labour

6-7th December **2012** (Non Residential)

Management Development Programme

Programme Director:
Prof. B. D. Singh

Background

There has been a paradigm shift in global economic scenario. Organizations are under unprecedented pressure to develop sustainable core-competence to have competitive-edge over their competitors. There has been gradual realization that organization following people's route, stand well ahead of their competitors. The trend is going to increase in future. Outsourcing (Contracting) is an emerging trend as an indispensable HR strategy to beat competition. The workshop attempts to a clear insight to the divergent perspectives with regards to contract Labours and to present an 'integrated approach', enabling participants to evolve to their own strategies to manage contract labors in prevailing Employee's Relations scenario. Therefore Managers are required to have thorough understanding of Laws/ Rules to manage these contingent labors effectively.

Objective

- To provide overview of competitive economic scenario for outsourcing.
- To enable participants to identify emerging dimension in employees-relation.
- To enable them to identify IR issues that are of importance to their organizations at micro and macro levels.
- To provide right guidelines to develop a right mind set for proactivity & positivity, in future.
- To provide Comprehensive insight in to the complicated problems of contract labour.
- To enable participants to develop their own strategies to manage the problem effectively.

Contents

- Emerging economic scenario competitiveness need for leaner organisation and outsourcing.
- Emerging trends in Employee's Relation and their effective management.
- Building an excelling organizational culture to meet the challenges of change.
- Contract labour Regulation Abolition Act 1970, adequacies and inadequacies of the act with special reference to sec-10. Concern of judiciary leading to Air India case (1997), sail case (2001) and several other leading cases.
- Discuss on pending bill which shows the future trends.
- Precautions to be taken by principal Employers.
- Employee Relation, Contract Labour & their present position in PSU's, Private sector & MNCs Live-case presentation.
- Evolving practical approaches/strategies, keeping the total perspective in view.

Methodolgy

Besides core faculty from AIM, Practicing Corporate Managers, National Professionals Of Repute, National Trade Union Leaders and representatives from central government will be leading the deliberations. Some S-C Advocate will throw light on latest S.C judgements. Being situated in the National Capital Region, we have the advantage of drawing facilities/Resource, personnel from New Delhi and other adjoining areas. The programme delivery will have a judicious mixture of interactive lectures, case studies, presentations, panel discussions and experience sharing. Selected background reading and group work will supplement this.

For Whom

The programme is designed for Managers, Functional Executives and Development / Section Heads from Private, Public and Multinational Corporations (MNCs) who are concerned about dealing with people effectively.

Venue & Duration

The program is scheduled from 6-7th December, 2012 as a 2 days workshop at AIM. It is a NON- RESIDENTIAL programme. However, if required we will arrange Hotels in the vicinity of the Institute on payment basis.

Programme Fee

INR 14000/-* per participant (Non Residential)	
Early Bird Discount (Before 15, September'2012)	5 % of the total fee
Group Discount (Minimum 3 participants)	10 % of the total fee
Early Bird + Group Discount (First 15 seats)	15 % of the total fee

Registration Remittance

Fee is payable in DD in favour of "Asia Pacific Institute of Management" payable at New Delhi

Payment may also be through the electronic fund transfer to bank A/c

Name of Account holder: Asia Pacific Institute of Management

PAN No	:	AAA TA 1400 G
Service Tax Regd No	:	AAA TA 1400 GST 001
Bank	:	Indian Bank, Jasola Branch, New Delhi
Account No	:	700405478
Account type	:	Savings
IFSC Code	:	IDIB000J033

Enquiry

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Guest Speakers

Mr. Michael Dias

Mr. Dias is a senior practicing lawyer at the Supreme Court of India. Mr. Dias is BA (Psychology) from Delhi University, LLB and carries a Diploma in Labour Law and Personnel Management from the Indian Law Institute.

Mr. Dias is also Lawyer and Secretary with the Employers Association and is Certified as a Fellow of the Singapore International Arbitration centre. Prior to this he was associated with the PHD Chamber of Commerce as the Legal Advisor.

Mr. K B Dayani

Mr. K. B. Dayani has a rich experience in both academic and industry domain. He worked as Additional General Manager, Bharat Heavy Electricals Limited, Hardwar and headed the personnel department, industrial relations department, legal department, security department and medical department. He also headed the personnel and administrative functions of BHEL's Power Sector in which capacity he worked as personnel manager of all thermal, hydro and nuclear power projects of the BHEL all over the country and guided project managers on all HR related issues.

Since 1993, he is in the academic field and has conducted programmes on contract labour problems, labour law matters, disciplinary procedure from chargesheet to dismissal, industrial relations problems, safety, health and welfare issues at construction sites and factories.



Programme Director: **Prof. B. D. Singh**

Prof. B D Singh (Dean Executive Education)
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M.A. (His.) Degree from Patna University and
M.A. (LSW) & L.L.B. from Ranchi University

Profile Summary

Prof. B D Singh holds M.A.(His). Degree from Patna University and M.A.(LSW) & L.L.B. from Ranchi University all first Division. He did his PGDM (Executive) from IIM, Calcutta. He worked in various capacities in SAIL, RINL and lastly at NALCO, from where he retired as Director (Personnel and Marketing). Besides exposure to a number of national & international training programmes, he completed Advance Management Programme from ASCI, Hyderabad. Prof. Singh is widely travelled, which includes visits to South-east Asia, Middle East Asia, Europe, USA, Canada, Japan & Australia. He was the Chairman of Utkal chapter of NIPM for two consecutive terms and is also life member of NIPM. He is also associated with HRD NETWORK of India & ISTD, holding the post of Co-Chairman of the Diploma Board of ISTD. He is also associated with many management institutes like ASCI, IIMC, XIMB, FORE, LBS, IIML, BIMTECH, IGNOU, as a visiting faculty. Prof Singh was also Professor, HRM, MDI, Gurgaon, where he works for 9 years. His last assignment was at IMT Ghaziabad as Sr. Professor and Dean MDP & C. He has above 45 publications on HR, IR & General Management topics. He has seven books to his credit namely "Industrial Relations Emerging Trends, Dynamics of Labour Laws in India, Compensation & Reward Management, Managing Conflict and Negotiation, Industrial Relations and Labour laws, Performance Management System and Negotiation and Counselling, Labour Law in Brief. His Areas of Interest are: Industrial Relations, Performance Management, Compensation & Reward Management, Management of Industrial Discipline, Labour Laws, Positive Work Culture Building, Change Management, Talent Management, Corporate Governance and Value-based Management in Indian Ethos. He does consultancy and training extensively. Some of the companies where he has done consulting are MUL, Hero-Honda, IPCL, BALCO, SAIL, KPMG, SBI, AAI, PSEB, BPCL, REC, MMTTC, Moser-Bear, etc. He is on the editorial Board of "AWARD" a national journal published by V.V. Giri National Labour Institute, A Management Journal Published from ASIA Pacific Institute of Management, & "Gyan" a journal published from CJ- IMT Mohali. He is on the Governing Board of ACCUMAN, ITS & APPOLO Institute of Management. The last assignment of Mr. Singh was Senior Professor HRM and Dean (MDP and C). He is also Member, Planning Commission, Govt. of Meghalaya.

About Asia-Pacific Institute of Management

Asia-Pacific Institute of Management (AIM) is ranked amongst the top Business Schools in the country. Established in 1996, the institute has achieved a status of distinction by following the path envisioned by its founders. Their passion for supreme quality management education is evident in every endeavour undertaken at the institute. A robust interface with Industry is ensured through guest lectures, industry visits and industry training opportunities. A mutually beneficial relationship is encouraged between the industry and the academia through a mutual exchange of practical and conceptual aspects of management knowledge.

Location

Asia-Pacific Institute of Management is situated on Delhi-Mathura Road, Near Apollo Hospital, Jasola, Opp. Sarita Vihar, New Delhi-110025.



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Asia-Pacific Institute of Management New Delhi

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