



*Two-Day National Seminar*  
on  
***Building Positive Employment Relations in India: The  
Way Forward***  
(July 27-28, 2013)

Organized by  
**Department of Public Administration & Human Resource  
Management**

In Collaboration with  
**Indian Industrial Relations Association (IIRA)**  
&  
**KUHRM Alumni Association (KUHRMAA)**

Sponsored by  
**Friedrich Ebert Stiftung India**

Venue  
**Senate Hall, Kakatiya University, Warangal, A.P.**

Seminar Director  
**Prof. Ram Reddy Reguri**

Co-Director  
**Dr. Pravin Sinha**

Executive Director  
**Prof. T. Yadagiri Rao**

Executive Secretary  
**Mr. Ramchander Maddela**

**Department of Public Administration & Human Resource Management  
Kakatiya University, Warangal, Andhra Pradesh**

## Conference Theme

There has been a persistent and pervasive incidence of poverty, unemployment and social exclusion and the resultant social turbulence all over the developing world even after their following neo-liberal policies. The employment relations and labor market institutions have been undergoing sweeping changes since last two decades all over the world and more particularly in the developing countries like India due to the ongoing globalization and the resultant hyper-competition, rapid technological and product innovations and the ICT revolution. Under the influence of new world order, the employers in India both public and private sector have resorted to massive restructuring of their businesses in order to gain competitive advantage and to survive and grow in the competitive global markets. This has also resulted in restructuring of their internal labor markets. Sweeping changes are taking place in the nature of work, worker, workplace, employment and wage both in the private as well as the public sector organizations threatening the very existence of just and civil society.

Whatever may be the content, the major fallout of these changes will be their adverse effect on the labor working in them. Workers in these organizations had to bear the brunt of restructuring, shoulder a greater share of the burden of competitiveness, face greater instability in their jobs and earnings and suffer bigger erosion in their ranks and bargaining power. There has been a phenomenal growth of socially unacceptable (precarious) flexible jobs in public and private sectors resulting in ever growing tensions and violence in the employment relations. Apart from a large number of disputes/strikes, the unfortunate violent incidents in India that resulted in killing of workers/managers at an Italian auto parts company in India – Greziano (2008), Guvolati Tea Estates in Assam (2010), A.P. Rayons (2011), Graphite India (2011), Regency Ceramics (2012), Maruti Suzuki (2012) and Konapathar Tea Estate in Assam (2012) are to name a few which are symptomatic of simmering workers discontent and the testimony of institutional failure to promote positive employment relations.

We are at cross-roads and caught in many dilemmas. Whether to adopt *live to work* or *work to live* visions in our labour market policies? How to integrate the claims for competitiveness and fairness? Who needs to bear the burden of competitiveness and how much? How to address the problem of growing labour market insecurities? and how to integrate the vulnerable young people into the fragile labour markets? It is in this context, the proposed two-day National Seminar is aimed at bringing together the academics and the practitioners to deliberate on how to come out of adversarial conditions and develop positive employment relations in India with a forward looking approach to address the above issues.

### Sub - Themes

1. Changing nature of work, worker, workplace and employment
2. Wages, wage trends, and wage gaps (gender, levels, industry and regional)
3. Atypical forms of employment and implications for employment relations
4. Fragile Labour markets and vulnerable young people
5. Institutional strengthening in employment relations
6. Proactive and collaborative trade union movement
7. Labour market insecurities (employment, income, status, voice, etc.)
8. Pace and magnitude of work and work-life balance
9. Legal compliance and rights at work
10. Employment relations in non-unionized firms

### **Invited speakers**

Apart from the general paper presenters at various main sessions and concurrent workshops, we have identified the following prominent industrial relations experts as invited speakers (provisional).

1. Dr. Pravin Sinha, Secretary General, IIRA (FES), New Delhi.
2. Prof. G. Haragopal, University of Hyderabad.
3. Prof. V. Shivalinga Prasad, Former Chairman, NAAC.
4. Prof. V. Bhaskara Rao, Kakatiya University.
5. Prof. G. Sreenivas Reddy, Kakatiya University.
6. Prof. P.K. Padhi, XLRI
7. Prof. Debashish Bhattacharjee, IIM, Calcutta.
8. Prof. G.C. Patro, Berhampur University.
9. Mr. Siddiqui, National President, NHRD Network.
10. Mr. Ravikanth Reddy, President, NHRD Network, Hyderabad Chapter.
11. Mr. Dwarakanath, Vice-President – HR, Max Group.
12. Mr. Y.R. Reddy, Director – Personnel, Vizag Steel Plant (RINL).
13. Mr. Mohan Rao, ECIL.
14. Mr. Pramod Mahatme, VP-IR, Wipro Group.
15. M. Chandrasekhar, CEO, Achievement Labs, Management Systems India.
16. Mr. K. Satyanarayana, NHRD Network, Hyderabad.
17. Mr. SLN Murthy, Employers Federation of India
18. Mr. Radhakrishna Murthy
19. Any four prominent central trade union leaders.

The Hon. Union Minister for Labour and Employment, Government of India or the State Minister for Labour and Employment, Government of Andhra Pradesh will be inaugurating the Seminar.

### **Call for Papers**

Papers are invited from the scholars and practitioners of employment relations that reflect their original work both theoretical and empirical including case studies, survey research, best practices and comparative analysis on any of the above sub-themes or any other relevant topical issue in the labor market. Along with publication of all papers in the seminar proceedings CD, selected papers will be published as a special number of our Journal. The papers need to be in standard format (5000 words) and typed using Times New Roman, 12 font size, single spaced, no space between paragraphs with an abstract of 500 words. Submit soft copy only as an e-mail attachment before 15th July, 2013 to: [employmentrelations2013@gmail.com](mailto:employmentrelations2013@gmail.com)

### **Registration Fee**

Corporate Delegates	Rs.2,400
Academics	Rs.1,000
Research Scholars	Rs. 500
Students from other institutions	Rs. 200

Delegate fee includes tea, snacks, lunch, and seminar kit. Dinner and twin-shared accommodation in the University Guest House will be provided to the outstation participants.

## About the Department, Kakatiya University and Warangal

The Department of Public Administration and Human Resource Management was established during 1968-69 with late Prof. G. Ram Reddy, a distinguished Social Scientist and the former UGC Chairmen as its founder Head. High academic values have been nurtured under his legendary leadership which has been further pursued and consolidated by late Prof. P. A. JAMES, another stalwart in the discipline, who succeeded him. The Department is staffed with well-qualified and experienced faculty that has won nation-wide recognition in the discipline. It consists of 10 Professors, 3 Assistant Professors and nine contractual/part-time Lecturers. The teachers of the Department got international exposure and held several prestigious foreign teaching and research assignments, participated in a number of International Conferences and Seminars and widely travelled world-wide and visited more than 30 countries.

The Department has introduced M.A. (PM & IR) course in 1991 to meet the growing needs of industry for HR professionals. The course content has been continuously updated to keep pace with the changing needs of industry and the developments taking place in the discipline across the world. The course was redesigned and renamed as Master of Human Resource Management in 1996 (MHRM). The MHRM Course was first of its kind and the only till now in entire Telangana Region of Andhra Pradesh.

Many of our MHRM Alumni have been excelling in the HR Profession in India and abroad. They have secured positions at various prestigious organizations in India and abroad including Abhijeet Group, Lanco Power, IBM, TESCO India, Infosys, Reliance Industries, FCI, IDBI, Ford - USA & India, ICICI, Tayota, Wipro, LG, VSP, HDFC, HPCL, Container Corporation, Satyam, TCS, NTPC, Cummins, Singareni Collieries, KTPS, Siemens Motors, Mahindra & Mahindra, India Cements, NFCL, etc. to name a few.

The Department is offering M.A. (Public Admin.) at two campuses, MHRM at two campuses and at three affiliated colleges and M.Phil. and Ph.D. programs at the University campus in both public Administration and HRM disciplines.

Kakatiya University, Warangal has been established in 1976 and accredited with 'A' Grade by the NAAC in 2008. The University situated in a sprawling area of about 650 acres, has now 24 departments in Four colleges on the campus and a network of eleven other post-graduate campuses and an Engineering College. It offers five management courses MBA, MHRM, MTM, MSW, M.Sc. Psychology.

Kakatiya University is located in the historical City of Warangal in northern Telengana of Andhra Pradesh. The University has been named after the great Kakatiya Dynasty which ruled this region with Warangal as capital during the twelfth and thirteenth centuries. The artistic beauty of the temples with excellent sculpture of unique style, wild life sanctuaries, and the large lakes with sparkling waters reflect nature's beauty and provide fabulous fete to the tourists. The amazing Thousand Pillars Temple, Ramappa Temple, the Bhadrakali and the Padmakshi temples, the Warangal Fort, and other destinations are the potential tourist spots of Warangal. Warangal is well connected with all parts of India as the Warangal Railway station is a hub connecting four parts of the country. Hyderabad Airport is about two and a half hours drive from Warangal.

