

SCHOOL OF HUMAN RESOURCE MANAGEMENT  
**Xavier University**  
IN COLLABORATION WITH IIRA AND FES

**NATIONAL CONFERENCE ON**  
**MAKE- IN- INDIA INITIATIVES AND CHANGING PARADIGMS OF INDUSTRIAL**  
**RELATIONS**

ON 4<sup>TH</sup> & 5<sup>TH</sup> OF DECEMBER, 2015; AT XIMB & Xavier University

*Context: The sustainability outlook for India as a business environment seems to be extremely difficult, at least from the investors' perspective, even as India has been ranked 142 out of 189 countries in 2015 in "Doing Business" Report by World Bank Group. Complying with labour laws has been one of the major impediments cited by business leaders and managers. Prime Minister Narendra Modi has emphasized that labour reforms holds the key for the success of "Make-in India" national programme which aspires to transform India into a global manufacturing hub by facilitating investment, fostering innovation, enhancing skill development, and protecting intellectual property rights. In this context of sustainability and labour reform, the IR Conference was organized to revive the IR field in India.*

The National Conference on "***Make-in-India Initiative and Changing Paradigms of Industrial Relations***" was inaugurated by the Hon'ble Justice Shri Gopal Ballav Patnaik, former Chief Justice of India on Dec 4<sup>th</sup> at the XIMB auditorium and delivered the Inaugural keynote address. There was a special address by Dr. Jerome Joseph, retired professor, Indian Institute of Management, Ahmedabad on the topic "Unmasking HR through the IR lens." The Valedictory address was delivered by Dr. GBS Prasad, Director-Personnel, Rashtriya Ispat Nigam Ltd.

Prof. (Dr.) E.M Rao, was felicitated and honored during the conference for his immense contribution to the field of IR and Labour Laws. Dr. Rao is the former Dean of XLRI, Jamshedpur and former professor, Xavier Institute of Management, Bhubaneswar. He has authored several books on labour laws including "Industrial Jurisprudence: A Critical Commentary" (2008), which is the first work of its kind in the world, apart from editing the famous treatise of OP Malhotra, "The Law of Industrial Disputes" (2004).







The conference brought together eminent speakers from different stakeholder groups. There were speakers from academia like Prof. EA Ramaswamy, former Professor at IIMB and ISS at the Hague, and Prof. PK Padhi, Professor XLRI. There were HR leaders from industry, e.g. Mr. Rajan Singhal, ED Corporate HR, Varun Beverages, and Rear Admiral NK Misra, CMD Hindustan Shipyards Ltd. among others. Mr. Mahadevan, President AITUC brought in perspectives from the trade unions and Dr. Tapas Panda, Regional Labour Commissioner (Central) spoke from the view point of the government. This diversity of perspectives also led to interesting debates and discussions during the proceedings.

The panel discussions deliberated on several sub-themes such as Repositioning of Industrial Relations in the context of Make-in-India initiatives, Labour Reforms, Problems of Handling Disciplinary Issues of Contract Labour, Contractualization of Managerial Personnel and Challenges in the MSME and the Unorganized sector.

Papers were presented by scholars and academicians researching different issues of Industrial Relations. A competition was held for the student research papers that were received. The paper titled “Exploring Industrial Relations in Coal Mining Sector: Insights from a Case Study” authored by Mr. Binit Lakra and Prof. D.K Srivastava from the School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai won the first prize in the competition.

The conference, over the two days, accomplished its aim of bringing together people and themes from diverse contexts and facilitating discussions and deliberations on current issues related to the central theme. It provided a thought provoking bouquet of ideas and perspectives on the subject, bringing in contrasting viewpoints and giving participants a glimpse into the complex field of Industrial Relations.