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Management and union should work collectively: TV Narendran

[JAMSHEDPUR](#) January 10, 2016, by [Desk](#) 0 Comments 74

Jamshedpur, Jan. 9: P.P. Mitra, principal labour and employment advisor, ministry of labour and employment, government of India, said the main focus of the ministry is labour reforms and see that all rights of the labour must be respected.

The Union government will issue a unique identification number for unorganised workers to ensure them best benefits of government welfare and industrial policies.

Mitra while addressing to the gathering at the 7th national industrial relations conference organized by XLRI in the town on Saturday said that the government will issue this 'Unorganised workers identification number (UWIN)' soon to the workers and procedure in this regard is continue.

"The software for this card has been created and concerning authorities will get it soon for proper implementation. Around 43 crore workforce in the country are engaged in unorganised sector and they will be benefited with the number.

The UWIN will be a land mark for implementation of government policies for unorganized workers", Mitra said. The theme of the conference "Changing Labour Market and Industrial Relations, Changing Times: Make in India and the Ensuring Labour Reforms".

The ministry has taken e-governance initiative and has developed unified web portal 'Shram Suvidha', catering to four major organisations under its aegis.

Office of Chief Labour Commissioner (Central); Directorate General of Mines Safety; Employees' Provident Fund Organization; and Employees' State Insurance Corporation. The portal has several features including- Unique Labour Identification Number (LIN) allotted to Units facilitating online registration, filing of self-certified, simplified Single Online Return by industry. Units will only file a single consolidated Online Return, instead of separate Returns.

Mr. Mitra further said, Social security system protects not just the subscriber but also his/her entire

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By Arun Kumar Washington, Jan 17 (IANS)
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family by giving benefit packages in financial security and health care.

Social Security schemes are designed to guarantee at least long-term sustenance to families when the earning member retires, dies or suffers a disability. A national career services portal has been designed to help rural youth find jobs in any part of the country

TV Narendran, managing director, Tata Steel, India and South East Asia, emphasized on the increasing need for collaboration between the management and the union.

Addressing the gathering, Mr. Narendran said, in this interpreted world the management and the union of the company should have a healthy relation in this competitive market.

'Its fundamental as to how the management and the union can learn from each other and work together which would help to cope up with challenges', said Narendran adding, 'Ours Tata Worker's union has been very progressive and this is the reason we have survived for over 100 years where management and union's bond has become stronger with passing time'

Impact of technology has been huge as on one side it has posed challenges but it has also given several opportunities as it allows you to upgrade your skills, act as a cap and in the last 10 years it has had the most influence.

Tata Steel MD further informed, 'Today's apprentice at Tata Steel are much more tech savvy, skilled and confident than engineers who joined the company 10 years back and this is where technology played a vital role and with this multi skilled labour, employers can counter the threat from other industries also'.

Though India is progressing at a good pace but steel industry is in a very bad situation because of steel dumping from China. Labour cost has gone up but the current steel prices are the same it used to be in the year 2003 with drop in prices in China and international market.

The conference saw participation from a varied group, Trade Union leaders, Industry stalwarts, academia from all parts of the country and students from premier B-Schools.

In attendance for the Inaugural Session were P.P. Mitra, Principal Labour and Employment Advisor, Ministry of Labour and Employment, T.V. Narendran, managing director, Tata Steel and Prof. Kuriakose Mamkootam, Director and Professor, School of Business, Ambedkar University, Delhi.

The pre-lunch panel discussion on the "Make in India: Indian Labour Reforms and Perspective from global Best Practices" chaired by Prof. Ravi Srivastava, Professor, Centre for the study of Regional Development, School of Social Sciences, Jawaharlal Nehru University (JNU), Delhi with panelists including Dr. S.K. Sasikumar Senior Fellow V.V. Giri National Labour Institute, Shri Virjesh Upadhyay, All India General Secretary Bharatiya Mazdoor Sangh, Shri Sharad Patil, Ex-Director General, Employers' Federation of India, Dr. Rohini Hensman, Independent Scholar, Dr. R. Krishna Murthy Director Industrial Relations Institute of India, Mumbai and Gautam Mody General Secretary, New Trade Union Initiative.

The panel was followed by an impassioned Q and A between the students and the panel. The post lunch panel discussion was on "Industrial Relations in Unorganized Sector" chaired by "Shri Virjesh Upadhyay" with panelists that included Shri Sumant Kumar Sinha General Manager, ER W & CSR, TATA Motors, Dr. Sonia George General Secretary, Self Employed Women's Association, Kerala, Ms Christine Nathan Ex-ILO official, Consultant, ILO, Mr. Karthik Shekhar General Secretary National Confederation of Unites, India, Deputy Preside for Professionals & Managers in UNI-APRO, Com. Jnan Sankar Majumdar National Vice President, Centre of Indian Trade Unions (CITU), Ms. Shalini Sinha Sector Specialist, Home-based workers Women in Informal Employment: Globalizing and Organizing, New Delhi.

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