

INTRODUCTION :

Industrial Management Academy is a non-political and an autonomous organization. It is a professional body dedicated to the dissemination of knowledge on management concepts and practices. It offers “hands-on” experience of professionals from different management disciplines for the benefit of practising managers. The Academy’s focal point is the development of “People” in Business and Industry. The Academy offers a wide range of “services”. It undertakes management consultancy services; provides guidance on rejuvenation of work culture; makes research studies on organizational climate; and prescribes suitable interventions for organizational excellence and industrial harmony. In this endeavour, the Academy receives guidance and cooperation from eminent men from Government, Industry and the ILO.

OUR CREDENTIALS :

About 600 organizations are regularly sending their delegates to the Academy’s workshops. These include all Navratna PSUs, Fortune 500 companies, major Private Sector companies and major Banks & Financial Institutions.

The Academy has also been the In-house Trainers to various organizations including AAI, ABB, ACC, AES-OPGC, AVIVA LIFE INSURANCE, BALCO, BEL, BHEL, BLUE STAR, BPCL, CFCL, DCM, DLF, DUNCANS, EICHER, Export Inspection Council of India, ESSAR, FCI, GODREJ, HPCL, IAL, IOC (All Refineries), IRCON, ITC, L&T, MPSEB, MODI, MTNL, NALCO, NHAI, NHPC, NPCL, NTPC, OHCS, OIL, ONGC, P&SB, PSEB, RCF, RIL, RITES, RRVPNL, SAIL, SHRIRAM, TATA POWER, TRIDENT GROUP, VOLTAS, VSNL, WBPDC, WBSEB etc. IMA has undertaken a large number of prestigious Consulting Assignments and Research Projects from numerous reputed companies.

The Academy is headed by Mr. K.B. Dayani, who has 40 years experience in HRM, Training & Development and Management Consultancy. His name has appeared in **International Who’s Who of Entrepreneurs** published by **WHO’S WHO Historical Society, Boston, MA (USA)**. His name has also appeared in the achievers’ list in **INDO-ASEAN Who’s Who** published by **Rifacimento International, Delhi**. **The American Biographical Institute (North Carolina)** nominated him for 2005 Man of the Year Commemorative Medal for his dedication towards his profession. Over 100 professionals are associated with the Academy. For more details, please log on to our website: www.imanewdelhi.com.

ABOUT THE WORKSHOP :

Contract Labour is being employed throughout the country by almost every organization. Little is, however, known about the legal provisions regulating their employment and the consequences of non-compliance of these provisions. Besides the Contract Labour (Regulation & Abolition) Act, many other labour laws are applicable to regulate their welfare, wages, safety, social security, hours of employment and holidays. Managers in industry, regardless of

their area of work, must know these legal provisions. Recent Supreme Court judgements have added new dimensions to the employment of contract labour, prohibition of their employment on certain jobs and their absorption under certain circumstances. It is necessary to know “Dos’ & Donts” on employment of contract labour.

Many contract labour unions are springing up to demand abolition and absorption of contract labour. Issues of “parity of wage” to contract labour performing “same or similar” nature of work as done by regular workmen are also being raised. Appropriate inputs backed by case studies and practical tips to tackle these issues will be provided. The programme will be conducted in a layman’s language.

FACULTY :

Shri K. B. Dayani, the Course Director, will be the core faculty. He has established himself as a “master guide” on contract labour throughout the country. He has guided over 3000 officers from Industry on “Contract Labour”. He has provided “written opinions” on Contract Labour; conducted about 600 mandays of training programmes on contract labour; and made job analysis and surveys on contract labour in major organizations. He talks “nuts & bolts” on contract labour problems; suggests solutions which fit into scheme of work and organizational culture; interacts with participants in a layman’s language – not in a lawyer’s language; provides clarifications with shop-floor examples; explains how easily companies can stay clear of prosecutions with minimum pampering of labour inspectors; and cautions employers on “dos’ and donts” so that the employers do not fall into the trap of absorption liability or inspectorial harassment or prosecution. **He provides unique Reading Material.**

Officers from Labour Department and Legal Experts will provide faculty support.

WORKSHOP CONTENTS :

- Licensing of Contractors and Registration of Principal Employers.
- Welfare Facilities, Minimum Wage and Disbursement of Wage to Contract Labour.
- Obligations of Contractors and PEs towards Inter-state Migrant Contract Labour.
- “Dos’ & Donts” on Contract Labour.
- Termination of Service and Liability of P.E.
- Special Provisions for Health, Welfare and Safety of Contract Labour in factories/Construction sites.
- Liability for Payment of Gratuity, Bonus and Workmen Compensation.
- Provident Fund and Pension to Contract Labour & allotment of Code No. and Sub-Code No.
- Important provisions which should be included in Contract Document.
- Things PE can do without fear of absorption liability coming on PE and things PE is advised to avoid.
- Tips on how to deal with court cases on Contract Labour.
- Supreme Court Judgements on Contract Labour.

WHO CAN PARTICIPATE :

Personnel Executives, Administrative Officers, Safety Officers, Law Officers, HRD Managers, Production Managers, Project Managers, Welfare Officers and other executives responsible for management of labour, formulation of policy on contract labour and observance of labour laws.

DATES AND VENUE :

The Workshop will be held for two days' duration from **22-23 April, 2008** at Hotel Vikram, Lajpat Nagar-IV, Opp. Moolchand Flyover, New Delhi (Phone: 011-26436451). The programme will commence at 09.30 A.M. and conclude at 05.00 P.M. on both the days.

PARTICIPATION FEE :

This is a **non-residential** programme. The participation fee covering the course material, stationery, luncheon and refreshments on the days of the Workshop is Rs. 7,500 + 12.36% Service Tax = **Total Rs. 8,427** per participant (In case of three or more nominations from the same organization the concessional fee is Rs. 7,250 + 12.36% Service Tax = **Total Rs. 8,146** per participant). Service Tax Code No. is: AAFFD8988DST001 (Premises Code: 810504/1862/07).

The fee is payable alongwith the nomination by sending a Delhi cheque or, in case of outstation participants, a Demand Draft drawn in favour of "**Industrial Management Academy**" payable at New Delhi. **Outstation cheques are not accepted. Fee is not refundable but alternate nominee is permissible.**

Due to limited capacity, acceptance of nominations will be on the "first come first served" basis.

REGISTRATION PROCEDURE :

Please send nominations on the letter head of your organization alongwith a Delhi cheque or a Bank Draft drawn in favour of "**Industrial Management Academy**" payable at New Delhi, to the Secretary, Industrial Management Academy, Plot No. BA-4-F, Munirka DDA Complex, New Delhi - 110067 by the last date given on the cover page.

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INDUSTRIAL MANAGEMENT ACADEMY NEW DELHI

announces
2-DAY WORKSHOP ON

CONTRACT LABOUR: PRACTICAL WAYS TO TACKLE PROBLEMS OF EMPLOYMENT, ABOLITION AND ABSORPTION

PROGRAMME FOCUS

- ☞ KNOW OBLIGATIONS OF PRINCIPAL EMPLOYERS AND CONTRACTORS.
- ☞ KNOW DIFFERENT LABOUR LAWS WHICH ARE APPLICABLE TO CONTRACT LABOUR (PF, WORKMEN COMPENSATION, BONUS, MINIMUM WAGE, PAYMENT OF WAGE, INTER-STATE MIGRANT WORKMEN, OBLIGATIONS UNDER MINES & FACTORIES ACTS).
- ☞ KNOW SAFE SEGMENTS FOR EMPLOYMENT OF CL. TO AVOID THEIR ABSORPTION WITH P.E.
- ☞ KNOW IMPACT OF LATEST LANDMARK JUDGEMENT OF SUPREME COURT'S CONSTITUTION BENCH AND OTHER LANDMARK JUDGEMENTS OF SUPREME COURT AND HIGH COURTS.
- ☞ KNOW "DOS' & DONT'S" AND HOW TO COME OUT OF PROSECUTIONS OR TROUBLES OF LITIGATION OR INSPECTORIAL HARASSMENT.
- ☞ USE THIS OPPORTUNITY TO GET YOUR PROBLEMS RESOLVED ON THE SPOT FROM EXPERTS.

HOTEL VIKRAM, NEW DELHI

22-23 APRIL, 2008

LAST DATE FOR RECEIPT OF NOMINATIONS IS 14-04-2008