



Indian Staffing Federation
2nd Labour Program
Decoding Labour Reforms for
Indian Corporates

19th December 2017 | Crowne Plaza, Gurgaon

EVENT REPORT

Chief Guest



Dr Onkar Sharma

Member Secretary - Prime Minister's Sectoral Innovation Council on Labour Laws
Ministry of Labour and Employment, Government of India

Eminent Speakers



Arun Kumar,
 Insurance
 Commissioner, E.S.I.
 Corporation,
**Ministry of Labour
 and Employment,
 GoI**



Rajiv Bisht,
 Regional P. F.
 Commissioner (Gr.I),
 Gurgaon
**Government of
 Haryana**



Simin Askari,
 VP- Corporate HR,
**Dharampal Satyapal
 Limited**



Peeyush Bajpai,
 Director,
AC Nielsen



Madhu Damodaran,
 Director- HR Business
 Services,
Qess Corp



Samarjit Chakravorty,
 AVP – Regulatory,
Teamlease



Dipankar Das,
 Head Staffing,
**ManpowerGroup
 (India)**

EVENT SUMMARY

ISF Decoding Labour Reforms for Indian Corporates

Indian Staffing Federation (ISF) hosted its Interactive Labour Program Series - Decoding Labour Reforms for Indian Corporates at Crowne Plaza on 19th Dec 2017. The august gathering of about 70 delegates represented 50+ companies from manufacturing and automobile companies whose profile ranged from Corporate IR Heads, HR heads, Legal experts to the Business heads & Ops. The day had eminent panellists, subject matter experts and participants equally sharing insightful detail on the various facets of business impact arising due to the existing/upcoming labour law developments. The points discussed were based on individual interpretation of the acts/rules/reforms/amendments which were intriguing and high value on case to case basis. No interpretation is expected to be used in isolation and should not carry any implication on ISF acting as knowledge facilitators for the program.

Session 1: Impact and Implications of Labour Laws for Corporates



L to R: Rajiv Bisht, Regional P. F. Commissioner (Gr.I), Gurgaon, Government of Haryana; Arun Kumar, Insurance Commissioner, E.S.I. Corporation, Ministry of Labour and Employment, Government of India; Dr Onkar Sharma, Member Secretary - Prime Minister's Sectoral Innovation Council on Labour Laws, Ministry of Labour and Employment, Government of India; Simin Askari, Vice President- Human Resource, DS Group; Peeyush Bajpai, Director, AC Nielsen; Dipankar Das, Head Staffing, ManpowerGroup (India)

Panellists:

- Dr. Onkar Sharma, Member Secretary - Prime Minister's Sectoral Innovation Council on Labour Laws, Ministry of Labour and Employment, Government of India
- Arun Kumar, Insurance Commissioner, E.S.I. Corporation, Ministry of Labour and Employment, Government of India
- Simin Askari, Vice President- Human Resource, DS Group
- Peeyush Bajpai, Director, AC Nielsen
- Rajiv Bisht, Regional P. F. Commissioner (Gr.I), Gurgaon, Government of Haryana

Session Chief: Dipankar Das, Head Staffing, ManpowerGroup (India)

Eminent panellists shared a practical overview on important Labour Laws which are applicable to run a business organisation. Every establishment whether it is small or big, SME's and MNC's must be compliant. Thus an employer has to know Gratuity Act, Compensation Act, Wages Act, Factories Act, Shop & Establishment Act, Contract Labour Act, Bonus Act, Maternity Benefit Act, ESIC & PF Act, etc. It is mandatory to make timely compliances of Labour related Laws. Any non-compliance mistakes erroneously/ innocently committed by Compliance team would land their employers in the saddle of not only heavy penalties but might lead to even arrest of Managing Director and other Directors. Thus not knowing compliance laws effectively may cause a company not only to pay heavy penalties, fines but also might result in Labour unrest.

Decoding Acts & Implications for Corporates- 1

Subject Matter Expert: Samarjit Chakravorty, AVP–Regulatory, Teamlease



Samarjit brought about a distinct difference through audience interaction across various impacts raising from labour reforms, laws & amendments. The discussion highlighted that the role of principal employers will be held much more responsible than ever before. While the acts/reforms were cited both in in favourable as well as unfavourable situations, most in the audience felt, the changes haven't been well thought out from an impact on business, before bringing them into action. The expected amalgamation into 4 codes was welcomed by most, but the group anticipation is that, it will continue to clash with state laws. Clarity into details may be the need of the hour about many finer nuances. The most heated issue lay around the unplanned business expenses which will hit the productivity in coming year due to the amendments. Basic enhancements as defined in some amendments like crèche, canteen were not clear to many on the actual implementation required. Thus, it was collectively felt that framing the rules should have mentioned criterion like size of business etc, which isn't clear in most such amendments. Also, difference in state and central laws, create a huge gap and is likely to be caught in the web of inspections eg Shops and Estb act which varies in Maharashtra compared to Central.

Some did cite, that it's a short term loss compared to a long term gain, however absorbing the cost due to changes will be difficult immediately and this may slow the growth in employment. The interaction with the audience clearly brought about the challenges that industry will be facing due to reforms which are not aligning to business productivity. The conclusion from the session was to ensure that principal employers must use the reference of right partners, adhere to the laws by being more aware of the implications, this will not only help business but also the productivity parameters in return.

Decoding Acts & Implications for Corporates- 2



Subject Matter Expert: Madhu Damodaran, Director Business HR, Co-Achieve India (part of Qness Corp)

Madhu, being one of the pioneers in managing compliances through digital platforms, provided insights to help business with labour law compliances. He highlighted various methods wherein digital platforms plays a pivotal role now – online remittance of PF Contribution with no physical payment (From 2015 onwards) ; a Temporary Insurance Card – Aadhar Card easily generated online; Submission of half yearly returns, ESIC registrations online, Shops and

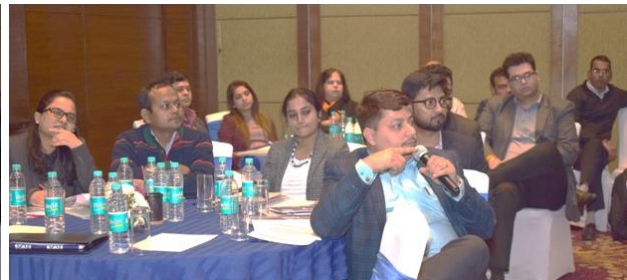
Commercial Establishments registrations and so on.

Furthermore, he concluded that there are other awaited challenges in the future that has to be taken care of – evidence management, fast and rapidly changing laws, & volumes of data to be managed. The audience found his inputs noteworthy, with the discussion oriented towards safety of data and due diligence that will be necessary to adopt in future to be relevant to each business.

Vote of Thanks

The Conference was closed by Daniele Merlerati, North Chapter-Chairperson & Board Member, Indian Staffing Federation; Country Head, GI Group (India) who thanked Delegates, Speakers & ISF Secretariats.

Event Gallery



For more details visit www.isf.org.in

Or

Email us @ info@indianstaffingfederation.org