## REGISTRATION FEE DETAILS

<table>
<thead>
<tr>
<th>Category</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Rs. 150</td>
</tr>
<tr>
<td>Research Scholars</td>
<td>Rs. 250</td>
</tr>
<tr>
<td>Academics &amp; Practitioners</td>
<td>Rs. 350</td>
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</table>

## PAYMENT TERMS

Registration fee ought to be paid with Demand Draft, drawn in favour of ‘Department of Human Resource Management’, St. Joseph’s College, payable at any nationalized bank in Tiruchirappalli.

## ACCOMMODATION

Accommodation will be arranged on request for both participants and paper presenters.

## DATES TO REMEMBER

- Last day for mailing Abstract: **10th February 2016**
- Intimation of acceptance of Abstract: **12th February 2016**
- Last day for receiving Full Paper: **20th February 2016**
- Payment of Registration: **28th February 2016**
- Day of Conference: **8th March 2016**

## To Reach

St. Joseph’s College is well connected by road, rail and air, located just adjacent to Main Guard Gate popularly known as Chatram Bus Stand.

## Patrons

- Rev. Dr. S. John Britto SJ - Rector
- Rev. Dr. S. Sebastian SJ - Secretary
- Rev. Dr. F. Andrew SJ - Principal

## Conveners

- Dr. Y. Vijila, Asst. Professor
- Rev. Dr. K. Arockiam SJ, Head (Mob: 8344850470)
- PG & Research Dept of HRM

## Organizing Secretaries

- Prof. J. Michael Raj, Dr. A. Lalitha
- & Prof. M. Ramya
- Asst. Professors, PG & Research Dept of HRM

## Committee Members

- Dr. J. Wilfred & Prof. G. Louis
- Asst. Professors, PG & Research Dept of HRM

## For Contact Details

- Dr. Y. Vijila (Mob: 81228 60645)
- PG & Research Department of HRM
- St. Joseph’s College (Autonomous)
- Tiruchirappalli- 620 002

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**ICSSR SPONSORED**

**ONE DAY NATIONAL SEMINAR**

**On**

**INDIA’S LABOUR LEGISLATION AND ITS EMPLOYMENT RELATION FOR THE NEXT DECADE**

**Date:** 8th March 2016  
**Venue:** Jubilee Building

**Organised by**

PG & Research Department of HRM  
(School of Management Studies)  
St. Joseph’s College (Autonomous)  
Tiruchirappalli – 620 002  
Tamil Nadu – India
TIRUCHIRAPALLI CITY

Tiruchirappalli City, located on the river bank of Cauvery with a blend of history and tradition stands as an icon of harmonious living. Historically notable places like Kallanai (Grand Anicut) and Mukkombu (The River Cauvery giving birth to Kollidam) are reminiscences of age-old history embedded with rich tradition and culture. The largest industrial sectors like BHEL at Thuvakudi, Railway Workshop at Ponmalai are additional elements of industrial development that are able to make a channel for development. To make a progress in all those, in real life, education is the fundamental requirement. The City takes pride in having as many as educational institutions which illuminate the hearts and minds of the young ones.

ST. JOSEPH’S COLLEGE

St. Joseph's College remains the First Grade College of the Bharathidasan University, established in 1844 by the Jesuits (Fathers of Society of Jesus). The College celebrated its centenary in 1944, sesqui-centenary in 1995 and acquired the Five Star status assessed by NAAC in 2000. It was recognized by UGC, a College with Potential for Excellence (CPE) in 2004 and was accredited with A Grade (3rd Cycle) by NAAC in 2012. It has acclaimed the heritage status in 2015. Moreover, this Jesuit College trains young men and women of quality to be leaders in all walks of life so as to serve the people of the nation in truth, justice and love. With the motto of ‘Pro Bono Et Vero’, the college strives for imparting an integral formation to the students and the teachers. St. Josephs College has been a portal for creating several stalwarts, intellectuals, scientists and social transformers to the society at large including the late Hon’ble Dr. A.P.J. Abdul Kalam, the former President of India.

DEPT OF HUMAN RESOURCE MANAGEMENT

PG & Research Department of Human Resource Management is purely a value based course. It imparts the students not only with in-plant and in-house training programmes, but also Case Analysis, Personality Development, Group Discussion, Individual Conferences and Association meetings that form the pedagogical methods. The industrial visits both within and outside the state, are periodically organized which provide students with an exposure to different industrial settings. National Conference and Symposia are also organized by the Department every year. A good many of the post graduates passed out from here, are holding good positions in companies and organisations. This department has so far produced 154 M.Phil Scholars and 16 Ph.D Scholars and they are serving different parts of the country and overseas.

BACKGROUND

Labour Legislation is considered to be the arm of the state for the regulation of working and living conditions of workers and used to cover all the laws which have been enacted to deal with employment and non-employment. The Labour Laws were influenced by important human rights conventions that have emerged from the United Nations; right to work, right against discrimination, just-humane conditions, social security, protection of wages, redress of grievances, right to form trade unions & to have participation in management through bargaining.

An area of economic exchange in which workers seek jobs and employers seek workers is the labour market. India is the world's 2nd largest emerging economy with 15 per cent of the global labour-force with a good growth record. Yet India is having informal employment with 92 per cent of its workers as merely contract labour force with no social protection. About 276 million workers live below a poverty line (₹ 2 per day) as the economy grows. Perhaps informal employment too has a huge space in organised sector with a flow of female work-force and job-seekers above 60 years of age. Another important work-force is the plight of the migrant workers in India and their status of employment keeps them ward off from the purview of the labour legislations.

OBJECTIVES OF THE CONFERENCE

- To impart a spirit of inquiry of research amongst the students and scholars.
- To bring the academics, industrialists and the professionals together to discuss the appropriate policies and measures to address the issue.
- To make the participants develop a critical understanding to face the current changes and challenges.

SUB-THEMES

1. Labour Legislations v/s various sectors
2. Globalisation and labour market
3. Migrant labourers
4. Casual/Contract labourers
5. Unorganised/Informal labourers

GUIDELINES

- Paper should be of original and unpublished in nature.
- Papers may be of research oriented or conceptual form.
- Abstract shall not exceed 250 words (drafted in A4 size sheet with 1.5 points line spacing, font size 12, in MS word using Times New Roman) should be submitted through email: hrmconfsjc@gmail.com
- Once abstract is accepted, the author(s) concerned will be intimated about the guidelines for the full paper submission.
- Both Abstract and Full Paper need to have complete information about the authors with designation, e-mail id and contact numbers.

PUBLICATION

Papers with scientific nature will be considered for peer review by the panel of reviewers and the selected papers will be published later in a reputed refereed journal - Indian Journal of Applied Research with ISSN and Impact Factor.
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Contact Details:
Dr. Y. Vijaya, Convenor
(Mob: 9500781744)
&
Rev. Dr. K. Arockiam SJ, Head
(Mob: 8344850470)

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**Date:** 8th March 2016  
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### Programme Schedule

<table>
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<tr>
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<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30 a.m.</td>
<td>Registration</td>
</tr>
<tr>
<td>9.15 a.m.</td>
<td>INAUGURATION &amp; KEY-NOTE ADDRESS</td>
</tr>
<tr>
<td></td>
<td>Prayer Song &amp; Thamizh Thai Vazhthu</td>
</tr>
<tr>
<td></td>
<td>Welcome Address: Rev. Dr. K. Arockiam SJ, Head</td>
</tr>
<tr>
<td>11.15 a.m.</td>
<td>Refreshment</td>
</tr>
<tr>
<td>11.30 a.m.</td>
<td>TECHNICAL SESSION</td>
</tr>
<tr>
<td></td>
<td>Dr. Paul Bino</td>
</tr>
<tr>
<td></td>
<td>Professor and Associate Dean</td>
</tr>
<tr>
<td></td>
<td>Centre for Human Resources Management and Labour Relations,</td>
</tr>
<tr>
<td></td>
<td>TISS (Tata Institute of Social Sciences), Mumbai</td>
</tr>
<tr>
<td>1.15 p.m.</td>
<td>Lunch</td>
</tr>
<tr>
<td>2.30 p.m.</td>
<td>PAPER PRESENTATIONS</td>
</tr>
<tr>
<td>4.30 p.m.</td>
<td>Refreshment</td>
</tr>
<tr>
<td>4.45 p.m.</td>
<td>Valedictory Function and Certificate Distribution</td>
</tr>
<tr>
<td></td>
<td>Presidential Address: Dr. M. Arockiasamy Xavier SJ</td>
</tr>
<tr>
<td></td>
<td>Vice-Principal</td>
</tr>
<tr>
<td></td>
<td>St. Joseph’s College, Trichy</td>
</tr>
<tr>
<td></td>
<td>Valedictory Address: Mr. C. Mani, M.E., M.E., B.L</td>
</tr>
<tr>
<td></td>
<td>General Manager (Retired)</td>
</tr>
<tr>
<td></td>
<td>Certificate Distribution: Bharath Heavy Electricals</td>
</tr>
<tr>
<td></td>
<td>Limited (BHEL)</td>
</tr>
<tr>
<td></td>
<td>Tiruchirappalli – 600 014</td>
</tr>
<tr>
<td>5.45 p.m.</td>
<td>National Anthem</td>
</tr>
</tbody>
</table>

### INAUGURAL FUNCTION

- **Presidential Address:** Rev. Fr. S. John Britto SJ 
  Rector  
- **Felicitation:** Rev. Dr. S. Sebastian SJ 
  Secretary  
  Rev. Dr. F. Andrew SJ 
  Principal  
  Dr. Pravin Durai  
  Dean - SoMS  

### INAUGURAL AND KEY-NOTE ADDRESS

"Is there "Labour” in Labour Laws and Governance Reforms in India?"

**Dr. K.R. Shyam Sundar**  
Professor in HRM Area  
Xavier School of Management, XLRI  
Jamshedpur - 831 001