

### Guidelines for paper submission

- ◇ Research studies with primary data should be original and unpublished with a maximum of 10 pages.
- ◇ The Abstract should be with 250 words, drafted in A4 size sheet with 1.5 points line spacing with a font size of 12 in MS word using Times New Roman.
- ◇ A team of experts would assess the quality of the paper during the paper presentation for consideration.

Abstract with full paper should be sent to  
**hrmconfsjc@gmail.com**

Registration details	
Students	Rs.200
Scholars/alumni/alumnae	Rs.300
Academics	Rs.500
Industrialists & Practitioners	Rs.750

### Accommodation

Participants are expected to find their own accommodation. Dates to be remembered:

For just participation	25 March 2022
For sending abstract with full paper	23 March 2022
Intimation of acceptance of abstract with full paper	25 March 2022
Conference days	31 March – 1 April 2022

### Abstract Book and Conference Proceedings Book

The abstract book will be issued to all participants while the Seminar Proceedings book (with full paper) will be issued to only the paper presenters/contributors..

### Publication in a UGC Care List Journal

The best papers among the papers presented during the seminar would be considered for a UGC Care List Journal – SEDME (Small Enterprise Development and Management Extension). The papers will go through a peer-review process and the decision of the SEDME journal is the final. The processing charge is **free of cost**.

The other selected about 25 papers will be considered for publishing in JIEMS (Journal of Innovation, Entrepreneurship, Management and Skill Development) which is in the pipeline

of being included in the UGC Care List very soon. The processing charge is Rs.2950/-. It will also go through a double-blind-peer-review process.

The remaining papers would be brought out as a proceeding book with an ISBN..

### Reaching the venue/place i.e. St.Joseph's College

- ◇ From Tiruchirappalli (Trichy) Railway junction to Chathiram bus-stand – just five kilometres.
- ◇ From Tiruchirappalli (Trichy) central bus-stand to Chathiram bus-stand – just five kilometres.
- ◇ Those travelling from via Erode, Coimbatore, Salem, Bengaluru, Mysuru and Kerala by Train, could get down at Fort Station (Malaikottai in Tamil) and have a walking distance of one kilometer to reach the College.

### Patrons

- ◇ Rev.Dr.Leonard Fernando SJ - Rector
- ◇ Rev.Dr.S.Peter SJ - Secretary
- ◇ Rev.Dr.M.Arockiasamy Xavier SJ - Principal

### Convener

- ◇ Rev. Dr.Arockiam Kulandai SJ
- ◇ Assistant Professor, Dept of Human Resource Management

### Organising Secretaries

- ◇ Dr.J.Wilfred Angello Gerald - Head, Dept of Human Resource Management
- ◇ Dr.J.Michael Raj – Asst Professor, Dept of Human Resource Management
- ◇ Mr. G.Louis Victor – Asst Professor, Dept of Human Resource Management
- ◇ Dr.Y.Vijila – Asst Professor, Dept of Human Resource Management

### Committee Members

- ◇ Dr.G.John, Dean-School of Management Studies, Dept of Commerce
- ◇ Dr.G.Iruthayaraj – Head-Dept of Economics
- ◇ Ms.C.F.Octovia Antony Sessammal – Head-Dept of Business Administration
- ◇ Dr.J.Vincent Xavier – Asst Professor, Dept of Business Administration
- ◇ Mrs. Annie Jane – Asst Professor, Dept of Business Administration
- ◇ Mr.J.Rajees – Head Dept of Commerce Computer Application

### Contact person

Dr. Arockiam Kulandai (Convener)  
Mobile No : 83448 50470

ICSSR sponsored a two-day national seminar

On

**The Labour Codes: Implications and Challenges for Industries and Organisations in India**

  
75  
Azadi Ka  
Amrit Mahotsav



**31<sup>st</sup> March  
to  
1<sup>st</sup> April 2022**

**Venue  
SAIL HALL**

St.Joseph's College (Autonomous)  
Accredited with A++ by NAAC  
Tiruchirappalli – 620 002  
Tamil Nadu, India.



### Organised by

PG & Research Department of  
Human Resource Management  
St.Joseph's College (Autonomous)  
Affiliated to Bharathidasan University  
Tiruchirappalli – 620 002  
Tamil Nadu, India

## St. Joseph's College (Autonomous)

It was established in 1884 by the Jesuit Fathers and since then it has been rendering its yeomen service to the entire nation. The alumni/ne are serving the nation through the length and breadth of the country and elsewhere. St. Joseph's College has been graded with an A++ in the 4th cycle in 2019, assessed by the NAAC and has been ranked 27<sup>th</sup> position in the Colleges category by the National Institutional Ranking Framework, 2021.

## About the Department

### PG and Research Department of Human Resource Management

It is an aided department of St. Joseph's College, Tiruchirappalli offering MA HRM, M.Phil and Ph.D programmes in HRM. Began in 1983, the department has been providing students with integrated education. Most of its alumni are holding responsibilities in various capacities in industries, organizations and in sports & games. This department has been elevated to a research department in 2005 offering a Ph.D programme in Human Resource Management through the parent university of Bharathidasan, Tiruchirappalli, Tamil Nadu. It has so far produced 24 PhD scholars and 160 M.Phil. scholars. Nearly 8 students have so far passed in NET. Besides looking for jobs in the private sector, now the MA HRM programme is eligible for attaining Government jobs like Labour welfare positions and in the public sector undertaking companies in India. The department has organized UGC and ICSSR sponsored national level seminars regularly every year in 2014, 2015, 2016, 2017 & 2018.

## About the Seminar

Ministry of Labour with its reforming and restructuring move has initiated a process of amalgamating various labour laws into four codes — Wages, Industrial Relations, Social Security and Safety, Health and Working Conditions. While Wage Code Bill was passed in the Rajya Sabha on 2nd August 2019 and has gained President's Assent to be an Act as Wage Code Act 2019, the other three Codes are on their way as a Bill with Standing Committee for the Approval of the Houses. What did the Labour Codes mean? This Bill envisages universalising minimum wages with timely payment based on minimum living conditions both in organised and unorganised sectors. It is an im-

portant point between Centre, State and the Unions alike, enabling Centre to fix a mandatory national wage floor (minimum wage from Rs.176 to Rs.178 despite the internal labour ministry committee's suggestions of Rs.375) that must be followed by all State Governments. The ILO's Salary Satisfaction Survey (Nov 2018) conducted across 22 countries of the Asia Pacific Region revealed that nearly 41.0 per cent of India's employees felt they were poorly paid. India stood in 17th Place. While States like Karnataka (INR 411), Lakshwadeep (INR 401) are paying well, the other States; Nagaland (INR 115), Tamil Nadu (132), West Bengal (INR 166), Tripura (INR 170) and Himachal (INR 171) are poorly paying the employees.

Nearly 10 Central Trade Unions including Bhartiya Mazdoor Sangh made an appeal to the Government to increase minimum wages to Rs.666 a day or Rs.20,000 per month and employment creation through the labour-intensive sector would boost the social sector spending to benefit around 500 million workers in India. The Confederation of Indian Industries (CII) also demanded to vest the power with state governments as the concept of determination of minimum wages would affect job creation. Similarly, the other codes fall in line with it. This conference would also bring out some of the critiques raised from various quarters. Rituparna Chakraborty, Co-founder and Senior Vice-president, Team Lease said that the new process is equally cumbersome and will handcuff employees. It would also instil fear of failure in start-up founders and future entrepreneurs rather than creating jobs. This bill would make the companies make re-skilling funds to be spent for up-skilling workers who may be asked to leave. Mr. Amarjeet Kaur, the General Secretary of AITUC said, 'Trade unions feel that this Labour Code is opposite to the expectations of the working class and further he said that this code is to tame and cripple Unions by weakening instruments of collective bargaining including the right to work, right to represent interests of workers, especially unorganised sector which is more than 90 per cent of the workforce. This code also justifies fixed-term employment is against job security, won over with several decades of struggle.

### Objectives of the seminar

- ◇ To develop knowledge and awareness among the students about the labour codes.
- ◇ To bring together the students, scholars, academics, industrialists, and instil in them knowledge about the labour codes.
- ◇ To suggest measures for the future.

### Sub-themes of the Seminar

The following are the thrust areas of the seminar but not exhaustive concerning labour laws in India relating to Management, Human Resource, Marketing, Finance, Law, and Human Rights.

#### I. The Wage Code

- ◇ Wage Code Act: Challenges and implications
- ◇ Status of Wages paid to employees
- ◇ A State-wise analysis and implications
- ◇ Challenges in Determining and Computing Wages

#### II. Social Security Code

- ◇ Social Security Acts, Unemployment insurance and implications
- ◇ Contract Labour: Its Laws and Policies
- ◇ Protection of Rights of Un-organised workers/labour
- ◇ Labour and Employment Statistics
- ◇ Nature of Employment Relation

#### III. Industrial Relation Code

- ◇ Labour Codes Reforms and Restructures: Trends and Challenges in Organized and Un-organised Sectors
- ◇ Industrial Relations for enhancing Business
- ◇ Challenges to Trade Unions and their existence
- ◇ Adjudication of Industrial Disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals
- ◇ Legal Rights: Hard Vs Soft Laws
- ◇ Surge of Artificial Intelligence: Robotics, Automation in Industries and Businesses and their challenges

#### IV. The Occupational Safety, Health and Working Conditions Code

- ◇ National/International Labour Standards
- ◇ Labour Market and Social Partners
- ◇ Occupational safety measures to employees
- ◇ Health and Working Conditions

#### V. Others:

- ◇ Banking Roles in Ease of Business
- ◇ Digital Modes of Transaction in Business
- ◇ Policy relating to special target groups like Women and Child Labour
- ◇ Women worker, Maternity Act and Employability
- ◇ Street Hawkers, Sewage Workers, Domestic Workers, Security Guards, Construction Workers, Migrants, and Refugees.