

EFI - CII Industrial Relations Certificate Course

Nurture workforce strategies with deep understanding of
Labour laws & industrial relations management

Last date of Application - 22 March, 2024



About us

ABOUT EFI

The Employers' Federation of India (EFI) was established in 1933, as an association of autonomous organizations of industry and was set up with the purpose of protecting, promoting and championing the interests of employers mainly in the area of human resources, industrial relations, labour problems and cognate matters. Employers' Federation of India plays a special role as an apex body of employers' organizations and industries on matters concerning labour, human resource management, industrial relations and other related issues.

ABOUT CII

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes. CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 300,000 enterprises from 286 national and regional sectoral industry bodies.

ABOUT ILO

The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 Member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

With support of ILO this Industrial Relations Certificate Course is designed to cater needs of young professionals in industry ecosystem.

OBJECTIVES

General Objectives

In **hybrid mode**, the Certificate in Industrial Relations & Employment Laws is designed to provide a spectrum of knowledge and skills embedding deeply in the entire swathe of industrial relations and employment laws. This will enable the participants to better diagnose and understand the implications – upside and downside of their current industrial relations practices and systems; keeping in mind the larger picture of successful business / operations outcomes.

Specific Objectives

- Develop understanding of Industrial relations with a comparative approach of different conceptual and related theories,
- Analyse potential and challenges towards generating effective industrial and employment relations strategies,
- Develop understanding of Indian Labour laws and the Labour Codes with specifics of social security systems,
- Understand platform (aggregator) based business models/economy, gig/free-lance workmen, migrant workmen vis a vis the participating organisations
- Understand EOSH & RBC and analyse their impact on productivity and enterprise sustainability,
- Understand Indian and global land mark Industrial relations case laws and how they have influenced the shaping of industrial peace in the enterprises, regionally and globally.

Course Content

- Constitution of India and labour legislation, Directive Principles of State Policy, dual structure of labour legislation,
- ILO labour standards,
- Industrial relations: scope, perspective, approach, objectives and essentials
- Labour Codes and their impact on employments and industrial relations
- Employment concepts, evolution of employment and industrial relations, Dunlop Model
- A comparative study of industrial relations of major industrialized economics
- Trade unionism and trade unions, women in trade unions
- Landmark judicial pronouncement which impact employment laws and industrial relations
- EOSH & RBC: concepts, implications and how they help sustainability of enterprises
- The IR regulatory mechanism – industrial conflicts & settlement machinery
- Collective bargaining and negotiations
- IR in service sector
- Discipline & grievance settlement

Certificate

A certificate of successful completion will be awarded to the participant who will fulfil following conditions;

- The administrative requirements, on-line in-person and physical attendance during F2F meeting within set deadlines and quality requirements,
- Submit the assignments within set deadlines and quality requirements,
- Pass prescribed examinations demonstrating the level of competence required,
- Those participants who attend the EFI CII Conclave to be scheduled in November 2023 will be awarded the Certificate in person.

Course Duration

- 42 hours,
- Session dates to be announced

Number of participants

To be limited to max 35 for ensuring quality interaction among participants and faculty

Participants profile

The Certificate in Industrial Relations is aimed at participants with following profiles:

- Practitioners in the field of industrial and employment relations from the public and private sectors;
- HR managers, personnel in human resources departments upto 5 years of related work experience dealing with industrial and employment relations;
- Young consultants aiming to built HR consultancy service;
- Employers and workmen representatives in policy advisory work;
- Staff from Unions and Employers organisations.

Minimum Entry requirements

- A bachelors degree in any discipline of a recognised university with upto 5 years work experience,
- Good working knowledge of spoken and written English,
- Ability to use computers and efficient access to internet
- Willingness to attend in person 2 days F2F training to be held in premises of industry.
- The travel, lodging and boarding cost will have to be borne by the participant.



Methodology & Faculty

Methodology

The teaching faculty will use lectures, case-studies, case law judgements, excerpts of collective agreements, prevailing and expected legislations, discussions, practical exercises, mid-term assessments, developments in the international area of industrial relations to strike a balance between theory and practice to stimulate interaction with faculty persons and among participants who will be encouraged to develop long term interactive and mutually helpful rapport.

Faculty

Each member of faculty is selected on the basis of their professional experience, subject matter expertise, their individual contribution to enrich the function of industrial relations and prior teaching experience at management institutes. They consist of persons with experience of working with ILO, ITC ILO, Ministry of Labour & Employment GOI and its tripartite forums.

Fees & Applications

Tuition fees: Rs. 30,000/- per participant + applicable GST. Nominations of two participants from the same organisation or a group of two participants will be allowed a third participant without any tuition fee. Tuition fee to be paid through **The Employers Federation of India, A/C - 1721340156, Central Bank of India, IFSC CBIN0280621, Branch - Mumbai Main, MICR - 400016071**

Last date for application

Deadline to apply for the Certificate course: **22 March, 2024** along with tuition fee. Fee once paid will not be refunded. Interested applicants may apply online at - <http://www.efionline.in/event-single/7>

For further details and assistance please reach out to

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Ms. Vaishnavi Gupta

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Application will be available on the EFI CII website <http://www.efionline.in/>

Evaluation Methodology

Examinations / evaluation shall be conducted by a select EFI CII team. Evaluation may include written tests, assignments, online examinations and presentation as decided during the course.