

NIPM Madras Chapter Felicited Kaushik



National Institute of Personnel Management (NIPM), Madras Chapter felicitated Mr Anil Kaushik during his visit on 21st Aug 2015. During the occasion, he spoke on Industrial Relations - Changing Trends and Preventive Strategies with HR Professionals, at NIPM conference hall, Chennai. Mr K Soundarraj, Former National Vice President, NIPM handed over a memento to Mr Anil Kaushik. Also seen Mr B N V Ramana, National Council Member, NIPM and Mr MH Raja, Hony Treasurer of NIPM Madras Chapter.

RSB Transmissions, Pune bags CSR Excellence Award



RSB Transmissions (I) Ltd received CSR Excellence Award for 2015 from Aditya Birla Group at 4th Annual Manufacturing Today Conference & Awards 2015, in a glittering function attended industry luminaries and leading professionals at Hyatt Regency, Pune. The award was received by Ms Priyanka Behera, Head - CSR. Speaking on the occasion, Ms Priyanka said: "This award is richly deserved by all my colleagues across the group and my CSR team, in particular, who have toiled to ensure that our pan India CSR efforts reaches directly the under-privileged have-nots - the nucleus of CSR beneficiary".

EPFO may further reduce admin fee

The EPFO is planning to reduce the administrative fee from 35 per cent to 0.65 per cent of the monthly basic salary. The Union labour ministry had already reduced the administrative charges from 1.10 per cent to 0.85 per cent with effect from January this year. "As the services of EPFO improve with changing technology, a case is made out to reduce the administrative fee. We are in discussion to reduce it to 0.65 per cent of the monthly salary," said Central Provident Fund Commissioner K. Jalan. However, the move will need the approval of EPFO's apex decision-making body, the Central Board of Trustees (CBT). Industry representatives had requested the Union labour ministry recently to reduce the administrative charges.

Labour unrest on rise in Gujarat

While Gujarat contributes 7.5 per cent to India's GDP and more than 10 per cent of the country's factories, it also had a 21 per cent share of the country's labour strikes.

The state has earned the dubious fame of witnessing the maximum number of strikes during 2014 at 26, followed by Tamil Nadu and Kerala. In fact, while the total number of strikes across the country actually decreased from 177 in 2013 to 126 in 2014, according to Union Labour Minister Bandaru Dattatraya's reply in Lok Sabha recently, the 'industry-friendly' state witnessed a 36 per cent rise in number of strikes. From 19 strikes and lockouts in 2013 to 26 in 2014 Gujarat had to deal with a sizeable number of disgruntled workers. What's more, the discontent is gradually crossing the factory gates and affecting sections of workers in public utilities among others. However, if we take a step back and look at the big picture, 2014 and 2015 so far has been also a year; when the state was plagued by worker and/or employee unrest not just across its factories but also its public utilities and institutions. For example, as many as 39,000 employees of the Gujarat Road Transport Corporation went on mass casual leaves in April 2015 demanding a hike in salaries and also protesting against the move to amend the Road Transport Safety Bill of 2014. The strike practically paralysed 129 bus depots across the state. This was preceded by 4,000 workers of the Ahmedabad Municipal Corporation going on strike in January 2014 demanding permanent employment and a regular payscale. The state government obviously was disturbed by the developments, so much so, that in the latest amendment of the Labour Law it has proposed to amend the Industrial Dispute Act empowering the state government to ban strikes in public utility services for one year (the first year and subsequently for up to two years).

EDLI cover enhanced to Rs.6 Lakh

The labour ministry has agreed to significantly enhance insurance benefits under the Employees Deposit Linked Insurance (EDLI) Scheme of the retirement fund body EPFO.

The new limit is up 66% to 6 lakh as against Rs 3.6 lakh now besides doing away with the mandatory requirement of continuous employment of one year under current employer before being eligible for insurance benefits. The move is likely to incentive 4 crore subscribers of the scheme to stay put in the EPFO and comes at a time when the BJP-led NDA government is working towards making the National Pension System (NPS) as an alternative to EPFO, thus threatening the existence of the EPFO.

Labour unrest at Gita Press

Gita Press, the Gorakhpur-based publisher of Hindu religious and spiritual books, has faced a major labour crisis, presumably for the first time in its 92-year history. With issues like pay hike and workers' suspension and termination. In August, the management had suspended 12 employees and terminated the services of five contractual employees over alleged indiscipline and assault on an assistant manager. Gita Press has about 200 permanent and 250 contractual employees. Later, the workers had proceeded on a strike demanding revocation of the suspension and termination. According to management, during the course of talks, they conceded to the original demand of the workers regarding revocation of suspension. However, the workers have demanded a hike in remuneration as well, which we said would be considered only after two-three months after the restoration of normalcy of operations.