



**Karnataka Employers' Association (KEA) Presents**

One Day Seminar on

# **Recent Trends in National and Karnataka Wage Agreements**

December 07, 2023 | The Chancery Pavilion, Bengaluru

Collective Bargaining as a means of resolving disputes in Industrial undertakings, particularly negotiations on wage demand should be data based. It is also posing new challenges year after year. Wage fixation should be on the basis of region cum Industries and the paying capacity of the establishment, besides other factors. The negotiations would be effective provided the management is well informed about the settlements which have taken place in the same or similar Industries. It is necessary to have comprehensive data as to the prevailing trends of negotiations and the wage settlement.

The seminar provides an opportunity to Companies/Industries to understand the trends in wage settlements, evolve their approach and preparation for negotiations for the settlement. The highly interactive session includes presentations on the analysis of more than 40 wage agreements which are concluded in the year 2022 and 2023.

Despite constraints, several organizations have been successful in arriving at the settlements. Their experience and the strategies adopted by them will definitely be of assistance to the other organizations.

Mercer Consulting (India) Pvt. Ltd. Bengaluru has analyzed the recent wage agreements in 41 Industries in Karnataka and will be sharing on the trends of various benefits extended to the workmen.

## Speakers:

- **Mr. B C Prabhakar, Advocate** will present on trends of increase under wage agreements in Karnataka and concerns that follow
- **Dr. R. Krishna Murthy, Director, Industrial Relations Institute of India (IIRI), Mumbai,** will be sharing insightful & innovative trends in national level wage agreements and benefits
- **CEOs of the following two companies** who had a tough time in negotiations and ultimately concluded the wage agreement with recognized union will speak on how they overcame the situation:
  1. **Ms. Shubha N – CEO & Plant Head** of M/s. GEBE India Pvt Ltd
  2. **Ms. Saritha Poovanna – Managing Director** of M/s. Bosch Automotive Electronics India Pvt Ltd
- **Mr. C K D Gowda, Advocate** will be presenting on how to approach and preparation for negotiations
- **Mr. Junaid Sheikh of M/s. Mercer Consulting** presents on the various benefits extended in 41 Industries in Karnataka

## Who should attend?

The seminar will be beneficial for all heads of the Manufacturing Industries, Finance and HR Personnel and those involved in wage negotiations.

## Details:

Date:	December 07th, 2023
Venue:	The Chancery Pavilion #135, Residency Road, Bengaluru - 560025
Time:	09:30 AM - 05:00 PM
Lunch:	01:00 PM - 02:00 PM
KEA Members:	Rs. 10,000/- + 18%GST
KEA Non-Members:	Rs. 12,000/- +18%GST

- Early bird discount of 10% on registrations before November 30th, 2023
- 10% discount for more than 2 registrations per company

KEA looks forward to your participation & support!

## Contact:

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