



# INDIAN INSTITUTE OF SOCIAL WELFARE AND BUSINESS MANAGEMENT

## MBA-HRM SEMINAR LECTURE

**Mr. Deepanjan Dey**  
**Sr. General Manager-Employee**  
**Relations, Emami Ltd**



**Topic Addressed:** Industrial Relations and Labour  
Laws: Navigating the Legal Landscape  
**Venue:** Assembly Hall, IISWBM  
**Date:** February 21, 2025

Mr. Deepanjan Dey, a seasoned HR leader with nearly three decades of experience, conducted an engaging session on Industrial Relations (IR) and Labour Laws. His insights emphasized the evolving role of HR, the importance of compliance, and the legal intricacies of employment relationships. The seminar provided a practical understanding of managing industrial relations in today's dynamic corporate landscape.



## SEMINAR HIGHLIGHTS:

- Mr. Dey addressed the growing concern about AI replacing HR jobs. While automation will take over routine administrative tasks, HR professionals will continue to play a critical role in decision-making, compliance, employee relations, and strategic workforce planning. The human element in managing industrial disputes and fostering workplace culture remains irreplaceable.
- Industrial Relations is not just about employer-employee dynamics within an organization. It extends to external stakeholders like government bodies, trade unions, and legal institutions. The objective of IR is to establish and regulate employment relationships, ensuring fair treatment of workers while balancing business needs.
- Mr. Dey emphasized the importance of strict compliance with labour laws, categorizing them into three major areas—Industrial Acts (Industrial Disputes Act, Trade Union Act, etc.), Welfare Acts (The Payment of Wages Act, Minimum Wages Act, etc.) and Social Security Acts (The Payment of Gratuity Act, The Workmen's Compensation Act, etc.)
- Mr. Dey went on to describe 'workman' under the Industrial Disputes Act, 1947, as an employee engaged in manual, technical, operational, or clerical work, excluding those in managerial or supervisory roles. The case used as an example was *Sharad Kumar v. Govt. of NCT* case (2002 SC LLR 545) which reaffirmed that supervisory employees do not fall under this definition. He then explained that employees fall into different legal categories, including on-roll workmen, casual workers, contract labour, fixed-term employees, and managerial staff.
- Additionally, he briefed the audience on Trade Unions, which play a critical role in protecting workers' rights and negotiating with employers. The Trade Union Act, 1926, he explained, governs their formation, ensuring a structured approach to dispute resolution, and that states like Maharashtra, West Bengal, Kerala, and Orissa have specific laws for recognizing trade unions.
- Mr. Dey highlighted the four new labour codes—Wages, Industrial Relations, Social Security, and Occupational Safety—stressing their role in simplifying compliance, protecting workers, and ensuring transparency.

