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Seminar Director
ICOW(PRE & POST COVID) INDIA - 2022
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ICOW (PRE & POST COVID) INDIA - 2022

TWO DAY NATIONAL SEMINAR ON ISSUES AND CHALLENGES OF ORGANIZED WORKFORCE (PRE & POST COVID) IN INDIA – 2022

12th & 13th March, 2022

REGISTRATION FORM

Name:

Designation:

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Name of the Branch:

Presenting Paper: Yes/No

If yes, Title of the Paper:

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Whether accommodation required: Yes/No

No. of accompanying persons:

Date, Time and mode of Arrival:

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Date:

Place:

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ICOW (PRE & POST COVID) INDIA - 2022

TWO DAY NATIONAL SEMINAR ON ISSUES AND CHALLENGES OF ORGANIZED WORKFORCE (PRE & POST COVID) IN INDIA – 2022

12th & 13th March, 2022

Seminar Director

Dr. NAGARAJU BATTU



Organised by

Department of Human Resource Management
ACHARYA NAGARJUNA UNIVERSITY
Nagarjuna Nagar, Guntur, A.P., India
www.anu.ac.in

Date of the Event : 12th Sat. & 13th Sun. March, 2022

Venue : Prof. L. Venugopal Reddy Seminar Hall
at Dr. H.H. Deichmann & Dr. S. John David
Auditorium, Acharya Nagarjuna University Campus
Nagarjuna Nagar, Guntur

About the University

The Acharya Nagarjuna University has completed 42 years of its existence. It was inaugurated on 11th September, 1976 by the former President of India, Sri. Fakhruddin Ali Ahmed. The University was established by Act 43 of 1976 of A.P. State Legislature and Governed by Act 4 of 1991. The University is spread across sprawling 300 acres located on the NH16, within the Capital Region of Amravati, between the Vijayawada and Guntur. ANU offers U.G., P.G., M.Phil., Doctoral Programs in 47 courses. The University runs PG Campus at Ongole and has over 450 affiliated colleges in Guntur and Prakasam Districts.

University College of Arts, Commerce and Law

The University College of Arts, Commerce and Law was established on 1st November, 2010 consequent to the decision made by the university to divide the campus college into 6 colleges. Today, it has 16 Departments and 8 Research Centers and all the Departments are equipped with Departmental Libraries, Computer Labs, Smart Classrooms, Seminar Halls, etc.

About the Department

Bommidala Department of Human Resource Management was established in the year 1994. Bommidala Charitable Trust, Guntur donated Rs. 20 Lakhs as an endowment fund for the HRM Department. MHRM is a job oriented course, both theoretically, practically planned under semester system, to provide professional orientation to the students. This course is intended to increase the tempo of industrialization, considering the growing importance of personnel function in industrial and business organizations and to address the need for trained professionals. The Department maintains excellent liaison with industrial organizations and all concerned Government Regulatory offices by sending the students for field work and practical training. MHRM students interact regularly with corporate managers through extension lectures, workshops and seminars arranged by the department.

About the Seminar

Recent evidence suggests that wages of formal workers were cut by 3.6 per cent, while informal workers experienced a much sharper fall in wages of 22.6 per cent during the Covid-19-induced lockdown, the International Labour Organisation's (ILO) Global Wage Report has said in India. Sectors are majority divided into three categories primary, secondary and tertiary. Based on the employment conditions these are further classified as an organized and unorganized sector.

The organized sector is one that is incorporated with the appropriate authority or government and follows its rules and regulations. On the contrary, the unorganized sector can be understood as the sector, which is not incorporated with the government and thus, no rules are required to be followed.

While the former is related to business, government, industry involving large-scale operations, the latter include small scale operation, petty trade, private business, etc.

The sector, which is registered with the government, is called an organized sector. In this sector, people get assured work, and the employment terms are fixed and regular. A number of acts apply to the enterprises, schools and hospitals covered under the organized sector. Entry into the organised sector is very difficult as proper registration of the entity is required. The sector is regulated and taxed by the government.

There are some benefits provided to the employees working under organized sector like they get the advantage of job security, add on benefits are provided like various allowances and perquisites. They get a fixed monthly payment, working hours and hike on salary at regular intervals.

Unorganised sector which is not registered with the government and whose terms of employment are not fixed and regular is considered as unorganised sector. In this sector, no government rules and regulations are followed. Entry to such sector is quite easy as it does not require any affiliation or registration. The government does not regulate the unorganised sector, and hence taxes are not levied. This sector includes those small size enterprises, workshops where there are low skill and unproductive employment.

The working hours of workers are not fixed. Moreover, sometimes they have to work on Sundays and holidays also. The daily wages what they get for their work is comparatively less than the pay prescribed by the government.

The widespread outbreak of the COVID-19 virus poses an unprecedented challenge globally. It has not only created a public health crisis but also an economic crisis. Many countries across the world have adopted containment policies, in particular physical distancing measures, to reduce COVID-19 transmissions. The Recession of economic activity that followed unexpected shock to labour markets and unemployment rised live surge. It estimates from the Centre for Monitoring the Indian Economy (CMIE), a private organization, which provides high frequency employment-unemployment statistics based on a large household survey shows that unemployment rates in the months of April and May stood at over 23%, a threefold increase from a rate of 7%. This may be well just at the tip of the iceberg as India's dualistic labour markets where a disproportionately large proportion of workforce is engaged in Formal & informal work arrangements are woefully ill-equipped to cope up with a shock of this magnitude.

In India, the report estimates that 40 lakh and 6.94 crore informally employed workers were at the risk of job loss during lockdown 1.0 and lockdown 2.0 respectively. Informally employed workers in the unorganized sector suffered wage losses amounting to 63,553 crore (635.53 billion), which is almost equivalent to the annual Union Budget allocated for the employment guarantee scheme MGNREGA in 2020-21.

The global labour income share was 51.4% in 2017. Hence, 51.4% of the total global income was earned by working. Consequently, 48.6% of income went to capital owners. Importantly, the capital share has increased in the last years. Nonetheless, the majority of global income is still labour income. But how is this income distributed? Very unevenly: the top 10% earns 48.9% of it. Yet, the bottom 50% earns just 6.4%. ILO Department of Statistics.

Sub-Themes

1. COVID-19 And Women Workforce
2. Impact Of Labor Codes On Organized Sector
3. Social Security Enabling Factors, Laws And Policies
4. Policies for sustainable development in post covid scenario
5. Labour markets and workers in pre & Post covid
6. HR Operational activities and challenges in covid-19 Pandemic

Guidelines: Manuscripts should be typed in 12 font-size, Times New Roman, 1.5 spaced with 1" margin on a standard A4 size paper. It should be organized in the following order: title, name(s) of author(s) and his/her (their) complete affiliation(s) including zip code(s), Abstract, Introduction, Main body of paper, Conclusion and References and not more than 8 pages.

Publication: Only Selected papers will be published after seminar
Originality: All submission papers must be original and should not have been copied, published or accepted in a journal or conference proceedings, or presented in any another conferences.

Best Paper Awards: On merit, the best paper certificate will be awarded in each theme for their work of genuinity, importance and quality research as adjudged by an awards committee.

Important Dates:

Seminar Brochure, registration and copy right forms are available on the University website. Each author should register separately. The Seminar fee includes seminar kit, refreshments, tea and lunch.

Delegate Category	Domestic Delegate
Students	Rs.400
Research Scholars	Rs.800
Foreign Students/Scholars	Rs.800
Academicians/Delegates from Industry /NGO's any other organizations	Rs.1000

* Registration fee includes GST

Delegates can also pay registration fee by NEFT/Online Payment/Demand Draft drawn in favour of The Seminar Director, **ICOW(PRE & POST COVID) INDIA - 2022**, Acharya Nagarjuna University, Nagarjuna Nagar 522510, Guntur, Andhra Pradesh.

Account Details of Union Bank

Name: M/s Seminar Director ICOW(PRE & POST COVID) INDIA - 2022, Acharya Nagarjuna University.

Account No : 150811010000032

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Accommodation:

Accommodation will be provided as per the request of the delegates on payment basis. Please contact the Seminar Director.