

Mastering Trade Union Negotiation: Techniques & Best Practices

05 September 2025 10:00 AM - 05 September 2025 05:30 PM

Brief Overview:

This workshop aims to equip participants with comprehensive knowledge and practical skills to effectively navigate trade union negotiations. By understanding legal frameworks, negotiation techniques, and psychological approaches, participants will enhance their ability to foster productive labor relations while achieving mutually beneficial outcomes.

Session content:

- * Constitutional Sanction for Trade Unions
 - * Exploring the legal foundation for trade unions in India.
 - * Glimpse of the Trade Union Act, 1926
 - * Overview of the key provisions and implications of the Act.
 - * Role of the Government
 - * Understanding the government's involvement in trade union activities and negotiations.
 - * Responsibility of Trade Unions
 - * Defining the duties and ethical responsibilities of unions.
 - * Should the Unions Be Recognized?
 - * Deliberating the importance and criteria for trade union recognition.
- * Negotiation Strategies and Styles
 - * Identifying and applying effective strategies tailored to different negotiation scenarios.
- * Negotiation Tactics
 - * Mastering persuasive tactics to reach favorable agreements.
- * Psychology of Negotiation
 - * Insights into human behavior and decision-making during negotiations.
- * Ethics in Negotiation
 - * Upholding integrity and fairness in discussions.
- * Closure and Legal Aspects of Agreements
 - * Ensuring enforceable and legally compliant closure of negotiations.

For Whom:

- * Human Resource Managers
 - * Industrial Relations Specialists

- * Operations and Plant Managers
- * Legal Advisors and Compliance Officers
- * Senior Leaders and Decision-Makers
- * Union Representatives

Key Takeaways:

- Comprehensive understanding of the Trade Union Act, 1926 and related legal frameworks.
- Effective negotiation strategies and tactics tailored for trade union discussions.
- Psychological insights to enhance negotiation outcomes.
- Ethical approaches to ensure fairness and long-term relationship-building.
- Practical knowledge of the closure process and legal aspects of agreements.

Facilitator profile:

J X Dominic Saavio is a seasoned HR professional with over 30 years of experience in various industries including Precision Engineering, Polymer, FMCG, Pharma, and leading automobile manufacturers like Hyundai and Ford.

He retired as General Manager - HR from Ford's Chennai Plant in 2019. With a focus on strategic trade union relations, his expertise includes HR interventions such as organizational climate studies, HR policy benchmarking, and aligning HR objectives with organizational goals. He excels in managing unions, fostering industrial harmony, and implementing proactive ER practices. Additionally, he is skilled in discipline management and ensuring employee engagement through initiatives that promote positive employee relations

Special session

- Mr. R. Jayaprakash, a seasoned lawyer specializing in Labour and Industrial Law for about 3 decades.
- He began his professional career at M/s. Ramasubramaniam and Associates, mentored by none other than renowned Senior Advocate Mr. Sanjay Mohan
- He started his independent practice in the year 2006.
- He appears before the Principal Bench and Madurai Bench of Madras High Court, the Industrial Tribunal (both Central and State) and various Labour Courts across Tamil Nadu.
- He also conducts cases before various quasi-judicial Authorities under various labour enactments including PF, ESI, Minimum Wages and Tamil Nadu Shops and Establishments Act
- He advises and handles litigation for various Public undertakings, MNCs operating in the fields of the Automobile manufacturing Sector, Software, Telecom, Petro Chemicals, Banking, Education

and Logistics.

- He also actively participates in Seminars, sharing his expertise on different Labour Enactments.

Fee Details:

- **Fee Details**
- Member amount : Rs 0.00- (Including 18%GST)
- Non Member amount : Rs 0.00- (Including 18%GST)
- Total Member count :