



Vishnu Waman Thakur Charitable Trust's  
**VIVA Institute of Technology**  
Approved by AICTE New Delhi, Recognized by DTE, Govt. of Maharashtra  
And Affiliated to University of Mumbai  
**NAAC "B++" Grade**

## Department of Mechanical Engineering

**Topic Name:** Labour law & Industrial Relation  
**Name of the Guest Speaker:** Mr. Umesh Pandya  
**Designation:** Human Resource Consultant  
**Organization/Institution:** Systemize, vasai East.  
**Date:** 02/04/2024  
**Time:** 9.45-12.00pm

### Programme Summary/Details:

Mr. Umesh Pandya began his lecture by highlighting the importance of understanding labour laws and industrial relations, especially for future engineers who will likely take on managerial and supervisory roles. He emphasized that a solid grasp of these topics is crucial for fostering a healthy, productive, and legally compliant work environment.

#### **Key Takeaways from session**

- **Importance of Compliance:** Mr. Pandya stressed the necessity for engineers to ensure compliance with labour laws to avoid legal issues and foster a positive workplace culture.
- **Proactive Conflict Resolution:** He advised future managers to adopt proactive measures in resolving industrial disputes to maintain harmony and productivity.
- **Continuous Learning:** The dynamic nature of labour laws requires continuous learning and adaptation, a critical aspect for any professional aiming to excel in their career.

