

Labour Relations Manager

Your tasks

Job Responsibilities:

- LR responsibility for employee relations, labor relations and support for COE – LR & Compliances.
- Provides advice and support to locations pertaining to HR activities including but not limited to labor Relations, employee Relations, benefits, retention initiatives, etc.
- Supports responsible location HR Managers and Site Management regarding LR topic in coordination with COE-LR.
- Supports COE-LR in deploying Country HR policies throughout the organization to ensure adherence to current practice and new developments.
- Supports COE-LR implementation of programs and policies to ensure compliance with all applicable (e.g. Country, State, and/or local governmental) employment regulations.
- Supports COE-LR in deployment of LR strategy in all locations.
- Supports labor management strategies to ensure HR global, HR country, HR local and Business Unit objectives are met.
- Participation in local labor negotiations as a representative of the organization in collective bargaining contract negotiations, contract administration and union relations.
- Participates in periodical conference calls with responsible LR Country Coordinator. Collects and presents relevant location information to the LR Country Coordinator and (if necessary) Corporate Labor Relations.
- Responsible for advising, coordinating and communicating from corporate/country strategy derived local labor strategy, initiatives and bargaining results to location management.
- Supports building up and perpetuating a country LR Network together with the other LR local experts to exchange experiences and knowledge, share best practices, apply corporate and country strategies etc.
- Supports in establishing and maintaining a Contingency management-plan.
- Responds together with HR and (if applicable) external Lawyers to legal issues such as employee complaints, harassment allegations, civil rights, complaints, discrimination charges etc.
- Supports LR Country Coordinator on current country and local labor laws (incl. trends, court decisions), union initiatives or issues which may be of interest to the management.



Job ID
REF35716U

Field of work
Human Resources

Location
Bengaluru

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
Continental India Private Limited

Your profile

Experience : 8 to 10 years

Qualification : Degree in Law (LLB / PGD in Law)

Our offer

Experience : 8 to 10 years

Qualification : Degree in Law (LLB / PGD in Law)

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About us

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.