



CENTRE FOR LABOUR LAWS  
NLIU BHOPAL



# 3<sup>rd</sup> NLIU-GLOBAL SYMPOSIUM

ON

## LABOUR AND EMPLOYMENT LAWS

CONFERENCE ROOM, CONVENTION CENTRE, NATIONAL LAW  
INSTITUTE UNIVERSITY, BHOPAL, INDIA

FEB

17-18<sup>th</sup>

2024

# ABOUT NLIU

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The National Law Institute University, Bhopal (NLIU), was established by the Rashtriya Vidhi Sansthan Vishwavidyalaya Adhiniyam, by an Act No. 41 of 1997 enacted by the Madhya Pradesh State Legislature. NLIU is recognized by the University Grants Commission and the Bar Council of India. The university was established to fill the gap and provide most modern legal education through multidisciplinary teaching and training of newer skills needed for the profession. The University launched its first academic programme in 1998 and teaching for the five year B.A. LL.B. (Hons.) course commenced from September 1 of that year. NLIU has been successful in instilling a sense of broad perspective along with scholastic and reflexive capabilities bearing in mind larger national and humanitarian goals in its students. Over the years, NLIU has been designing and delivering courses with a view to enhance the ability and capacity of the students, members of the faculty and other participants in avoiding and resolving problems under the framework of law.

# ABOUT CENTRE FOR LABOUR LAWS, NLIU

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The Centre for Labour Laws (CLL) was established in 2019, but hit the shot amidst the most uncertain times mankind had ever seen i.e. COVID-19 pandemic, due to its initiative christened as Mazdoor Mitra, wherein the plight of migrant workers during the initial phase of lockdown was in a blatant misery. A bearer of light and empathy then, CLL is one of its kind and serves as an embodiment of labour rights for the brick- bearers of our nation- the Labourers.

Over the short span of four years, CLL has taken various collective, collaborative and consistent initiatives to seek justice and spread general awareness, respect and empathy for the nation's labour class. Nurtured, like a tender sapling is destined to grow and become a strong tree, by our beloved Chairperson, Mr. Mahendra Soni, CLL aims to create a better and equitable tomorrow for our Labourers & Workmen across the nation through its activities and initiatives.



CENTRE FOR LABOUR LAWS  
NLIU BHOPAL

# CHIEF PATRON

**HON'BLE MR. JUSTICE RAVI VIJAYKUMAR  
MALIMATH, CHIEF JUSTICE OF MP HC**

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Justice Ravi Malimath graduated in Commerce from M.E.S. College, Bangalore and completed his Law Degree from Sri Jagadguru Renukacharya College of Law. He had practiced in all fields of law such as Constitutional, Civil, Criminal, Labour and Service.

Many landmark judgments were delivered by him. He was then transferred as a Judge of the High Court of Uttarakhand. He was appointed as the Acting Chief Justice of the High Court of Uttarakhand w.e.f. 28.07.2020. Various reforms for the betterment of the judiciary in Uttarakhand were undertaken.

He was transferred and took oath as a Judge of the High Court of Himachal Pradesh on 07.01.2021. He assumed charge of the office of Chief Justice (Acting) w.e.f. 01.07.2021. Hon'ble Mr. Justice Ravi Malimath was administered the oath of office of the Chief Justice of High Court of Madhya Pradesh on 14-10-2021, on being transferred from the High Court of Himachal Pradesh.

# PATRON

## PROF. (DR.) S. SURYA PRAKASH

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Prof (Dr). S. Surya Prakash has been serving as Vice Chancellor of National Law Institute University, Bhopal from 01-June-2023. Prior to this, he served as Vice Chancellor of DSNLU, Visakhapatnam and as Founder Vice Chancellor of MNLU, Aurangabad. He has more than 30 years of experience in academics and worked as Lecturer in Principal, DNR College of Law, Bhimavaram, AP and Faculty Member of NUJS, Kolkata before joining NLIU, Bhopal.

He obtained his B.L. from Acharya Nagarjuna University, Guntur, A.P. and Master of Law from Andhra University, Visakhapatnam, A.P. with first class in the area of Labour and industrial Law.

# CHAIRPERSON

## MR. MAHENDRA SONI

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Assistant Prof. (Mr.) Mahendra Soni is the founding Chairperson of the Centre. Hailing from a family of legal professionals, he had a keen interest in law since his high-school days. After completing his Post-Graduation in Business Laws, from NLIU, Bhopal, He started his career in the legal field as a Legal Manager at the Bank of Baroda. In 2014, he was selected as an Assistant Professor for Banking and Insurance Law at NLIU.

The Centre of Labour Laws was founded in 2019 under the able guidance and vision of Mahendra Sir, to create awareness in the domain of Labour and Employment Laws

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# ABOUT GSLEL

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Centre for Labour Laws would host the third edition of Global Symposium that would comprehensively discuss key issues and new developments in the field of Labour and Employment Laws in the National as well as international arena. This symposium will be the third edition of the event and shall witness participation from experts and paper presenters from across the world.

## **SYMPOSIUM OBJECTIVE**

The overall objective of the symposium is to provide a platform and stimulate discussion on issues surrounding Labour and Employment Laws.

## **DATES**

17th – 18th February, 2024

## **VENUE**

The symposium will be conducted at J.S. Verma Convention Centre, National Law Institute University, Bhopal, India in offline mode only.

# PREVIOUS EDITIONS

## 1ST GLOBAL SYMPOSIUM ON LABOUR AND EMPLOYMENT LAWS 2022

The Centre for Labour Laws organised the '1st Global Symposium on Labour and Employment Laws, 2022' in April, 2022. The 3-day event was organised in collaboration with NLU, Delhi. The theme for the same was “Discussing key issues and new developments in the field of Labour and Employment Laws in the International Arena.” The event invited various students, graduates, scholars, academicians, practitioners, researchers, industry experts and policy makers across the globe to contribute their ideas in the said field.

The entire event consisted of around 6 sessions where the participants presented their papers, had discussions and deliberations on the above-said theme and the surrounding sub-themes, thereby engaging into a brainstorming process which in turn encouraged the attendees and the participants along with the government agencies to look into the reforms in labour & employment law more seriously. The Symposium marked the presence of various dignitaries like Prof. Srikrishna Deva Rao, Prof Maria Emilia Casas Baamonde, Prof Elena Gerasimova, Prof Santosh Mehrotra, Dr. Sven Timm, Mr. BK Sahu, Ms. Amarjeet Kaur, Dr. Pravin Sinha, Dr. Rajender Dhar, Mr. Piyush Sharma, Adv Michael Dias; Dr. Onkar Sharma, and many more.



# PREVIOUS EDITIONS

## 2ND GLOBAL SYMPOSIUM ON OCCUPATIONAL SAFETY & HEALTH CHALLENGES & SOLUTIONS, 2022

In the month of November, 2022, CLL organised the “Global Symposium on the Occupational, Safety and Health Challenges and Solutions” at NLU, Delhi, as a sequel to the “Global Symposium on Labour and Employment Laws”, organised at NLIU, Bhopal in the month of March, earlier in 2022.

The Symposium consisted of various Paper Presentations and Technical Sessions revolving around thought-provoking topics, such as Preventive Strategies; Training and Awareness Building, and Innovation and New Technologies in relation to Occupational Health and Safety.

The event witnessed the presence of various stalwarts from the field, including Prof. (Dr.) KarlHeinz Noetel, Prof. (Dr.) SC Srivastava, Ms. Meike Jäger, Dr. R. K. Elangovan, among others.





# TIMELINE

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Call for Abstracts : 18 January 2024

Last date for Abstract Submission : 28 January 2024

Abstract Selection : 30 January 2024

Last date for Submission of Manuscript : 7 February 2024

Selection for Presentation - 9 February 2024

Last Date for Registration and Payment : 11 February 2024

Symposium : 17 - 18 February 2024

# TENTATIVE SCHEDULE

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## **Day I : 17 February 2024**

Inauguration ceremony : 10:00 AM to 11:30 PM

Session I : 11:30 PM to 01:30 PM

Lunch : 01:30 PM – 03:00 PM

Session II : 03:00 PM – 05:00 PM

## **Day II : 18 February 2024**

Session III - 11:00 PM to 01:00 PM

Lunch - 01:00 PM – 02:00 PM

Valedictory Ceremony - 03:00 PM – 05:00 PM

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# THEME

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Key Issues and Recent Trends in the field of Labour and Employment Law

## SUB-THEMES

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- Challenges to enforcement of Labour Policy and Law
- International Labour standards and their implementation in India
- Changing paradigms of Employment Relations
- Trade Unions and their role in management of Industrial Relations
- The exploitation of Contract Workers and protection under the law
- Prohibition of Child Labour
- Rights of Workers in Unorganised Sectors
- Prevailing Gender Disparity and Inequalities at Workplace
- Rights of Workers in Post-COVID Era: Challenges & Prospects
- New Labour Law Codes and their implementation
- Gig workers, Platform Workers and protection of labour laws
- Efficiency of Labour Enforcement Machinery in India
- Fixed Term Employment and related legal intricacies
- Occupational Safety and Health – Challenges and Solutions
- Contemporary debate on validity of Moonlighting in India

NOTE: The author(s) are allowed to choose any sub-theme from the sub-themes specified above and are also free to choose any other theme, which relates to the central theme of the Symposium.

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# REGISTRATION PROCESS

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## Ø Step 1: Abstract Submission

The acceptance of the paper will be based on abstracts. All submitted abstracts will undergo a blind review. An abstract/proposal between 300 to 400 words, clearly summarizing the arguments, should be submitted before the deadline. All abstracts must be submitted in English, through an email.

Link to the submission of abstract:  
<https://forms.gle/w7rCFVaq9nT4VqfY9>

## Ø Step 2: Notification of Acceptance

The Cell will reach its decision within two days after abstract submission and notify the authors. [30 January 2024]

## Ø Step 3: Final Paper Submission

The academic papers for which abstracts have been accepted and registered for the symposium will be considered for final paper presentation, following a peer review process. The full paper must be submitted before the deadline, in compliance with the paper submission guidelines. [7 February 2024]

## Ø Step 4: Results

The decision regarding the final selection for the paper presentation will be communicated within two days after the deadline for submission. [9 February 2024].

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# REGISTRATION PROCESS

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## Ø Step 5: Registration

After the final selection of the paper, the authors/ co-authors will be required to fulfil the registration process by filling the registration form and paying the registration fees. The registration form will be sent to the authors of the selected manuscripts via email.

Registration fee includes the expenses for participation in the symposium, publication of the contribution, symposium attendance certificates, lunch during symposium, badge, symposium bag and symposium accessories.

## Ø Step 6: Payment of Registration Fees

Upon submission of the registration form, the participants can pay their registration fee by PayPal, Google pay or Debit/Credit Card. The registration fees is to be submitted only by authors whose final papers have been selected for presentation in symposium. The amount of fee to be paid by each author are as follows:

1. For Academicians, Professionals and PHD Scholars (Indian): INR 1500 per author
  2. For Students enrolled in undergraduate or post graduate programme (Indian): INR 1200 per author
  3. For Foreign Authors: USD 75 per author.
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# SUBMISSION CATEGORIES

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## **1. Long Articles [Between 5000 and 8000 words]**

Papers in this category are expected to engage with the theme comprehensively and offer an innovative reassessment of the current understanding of that theme. For a long article, co-authorship of upto two authors is permitted.

## **2. Essays [Between 3000 and 5000 words]**

Essays are expected to be far more concise in scope. These papers are usually meant to deal with a very specific issue and argue that the issue must be conceptualized differently. They should be more engaging, and make a more easily identifiable, concrete argument. For Essays, co-authorship of upto two authors is permitted.

## **3. Case Notes and Legislative Comments [Between 1500 and 2500 words]**

These are analyses of any contemporary judicial pronouncement or a new piece of legislation/rules/consultation papers whether in India or elsewhere. The note must identify and examine the line of cases through which the decision in the question came about, and comment on implications for the evolution of that branch of law. In the case of legislative comment, the note must analyse the objective of the legislation and the legal impact the same is expected to have. Co-authorship is not permitted for this category.

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# SUBMISSION GUIDELINES

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- An abstract/proposal between 300 to 500 words, clearly summarising the arguments, should be submitted through the online Abstract Submission Form. The abstract must also include 3 to 5 keywords. The file should be titled: “Abstract\_(Name of the Article)” Link to Abstract Submission Form: <https://forms.gle/w7rCFVaq9nT4VqfY9>
  - The manuscript should be on A4-sized paper in MS Word, typewritten in British English using Times New Roman, font size 12, 1.5 line Spacing, justified, and 1-inch margins on each side. Footnotes should be in font size 10 and with single-line spacing. All pages of the manuscript (including Tables and Figures) must be numbered. Submissions made only in the .doc format (word file) will be accepted. The manuscript or the abstract must not contain any personal details of the author.
  - The Authors should conform to the OSCOLA (Oxford Standard for the Citation of Legal Authorities) Citing and Reference Style.
  - Authors are expected to adhere strictly to the deadlines, and no extension will be granted, by the organisers, to any participant on any grounds whatsoever.
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# SUBMISSION GUIDELINES

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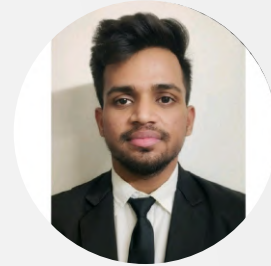
- Acceptance of Abstracts does not guarantee a publication in the Edited Book. After the submission, if the piece is considered suitable for publication, it will be subjected to double-blind peer review process. The decision regarding the same will be informed to the Author(s) within due course of time.
- The Editorial Board reserves the right to edit, change, shorten and add to your article for the original edition and for any subsequent revision along with the right to republish the article as part of an anthology in later years: provided that the meaning of the text is not materially altered.
- It is the responsibility of the author(s) to ensure that all references and citations are correct, and that the contribution does not contain any material that infringes copyright, or is defamatory, obscene or otherwise unlawful or litigious.
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# OUR TEAM



**Monish Raghuwanshi**

Joint-Convenor



**Utkarsh Goel**

Joint-Convenor



**Udhav Mittal**

Secretary



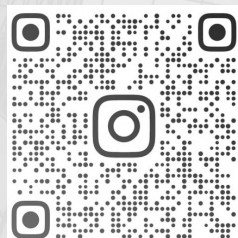
**Zaier Ahmed**

Treasurer

In case of any queries, mail us on  
[gslel@nliu.ac.in](mailto:gslel@nliu.ac.in)



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