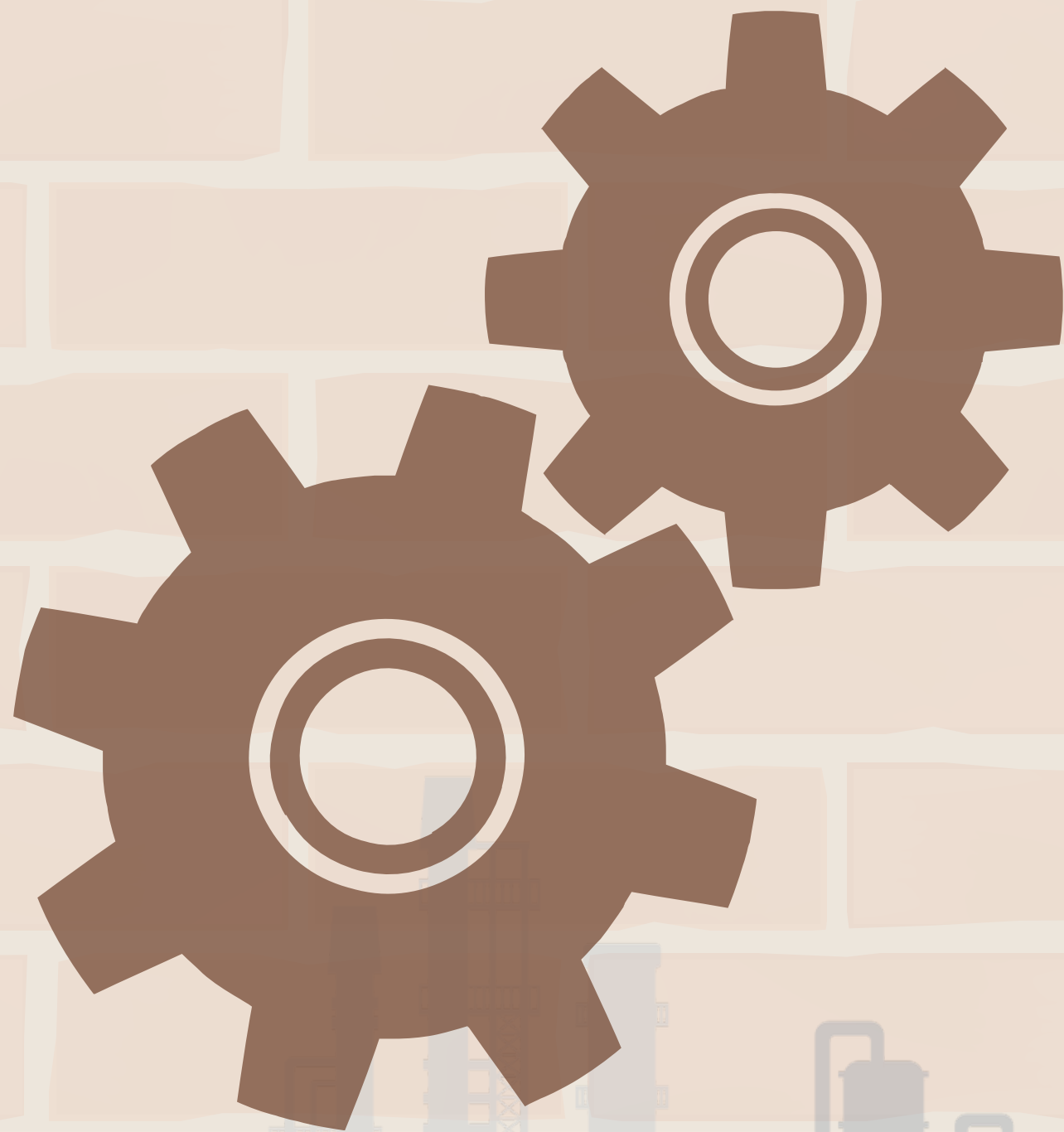




# NATIONAL CONFERENCE ON CONTEMPORARY ISSUES AND CHALLENGES IN LABOUR AND INDUSTRIAL LAWS

18th and 19th October, 2024



Organised by The Institute of Law, Nirma University  
*Awaiting sponsorship approval from The Indian Council of  
Social Science Research [ICSSR]*



# ABOUT THE UNIVERSITY



Nirma University was established in the year 2003 and is a research-oriented, student-centric, multidisciplinary, not-for-profit state private university. The university received NAAC A+ grade in its third cycle of accreditation in 2022. It is also awarded the Centre of Excellence (COE) status by the Government of Gujarat recently.

The constituent institutes, departments and centres facilitate the all-round development of the students. The University is a member of Common Wealth University Association and also of the Association of Indian Universities. Padmashri Dr. Karsanbhai K. Patel, Chairman, Nirma Group of Companies and Chairman, NERF is the President of the University.

# ABOUT THE INSTITUTE

Founded on the vision of Dr. Karsanbhai K. Patel, the Institute of Law, Nirma University (ILNU), established in 2007, focuses on bringing about a paradigm shift in the delivery of legal education in the country. It aims to add newer dimensions to legal education that would incorporate international standards and provide an environment for innovation and dynamic scholarship.

Embodying the principles of justice, education, excellence, and professionalism, ILNU imparts quality legal education that has produced a new generation of lawyers, leaders, and policymakers over the years.

## OUR VISION

Shaping a better future for mankind by developing effective and socially responsible individuals and organizations.

## OUR MISSION

Institute of Law emphasizes the holistic development of its students. It aims at producing not only good professionals but also good and worthy citizens of a great country, aiding in its overall progress and development.

It endeavours to treat every student as an individual, to recognize their potential and to ensure that they receive the best preparation and training for achieving their career ambitions and life goals.

# ABOUT THE CENTRE FOR SOCIAL JUSTICE (CSJ)

The Centre for Social Justice aims to engage with prevalent discourses in the field of social justice and their interface with law. The Centre's objective is to promote research, discourse, and exchange of ideas on the themes of social justice. It aims to have a vibrant community and is guided by proactive and visionary thinking and a cooperative approach of the students and the social workers as well.

A blog is established and driven with the vision of providing a platform for nuanced discussions pertaining to the various facets of social justice. The blog aims to further the discourse around the themes of social justice while employing an interdisciplinary approach to enable the readers to arrive at a holistic understanding of the discipline. It aims to foster communication and act as a means of expression amongst the socio-legal fraternity.

## OUR VISION & MISSION

We aim to further the following objectives in the advancement of causes of social justice:

- a. To engage in a multidisciplinary study of social issues to assess the suitability of legal measures for their redressal.
- b. To critically evaluate the norms of society as against the constitutional vision of justice.
- c. To establish a network with bodies actively functioning for the causes of social justice for production and dissemination of knowledge.
- d. To promote the pressing social causes by acting as a platform for exchange of diverse ideas.

# ABOUT THE CONFERENCE

The Institute of Law, Nirma University, Ahmedabad is organizing a National Conference on the theme “Contemporary Issues and Challenges in Labour and Industrial Laws” on October 18-19, 2024.

Labour law is a crucial area with wide-reaching impacts on employers, employees, consumers, and the national economy. The advent of globalization, liberalization, and technological advancements, including AI and robotics, has brought new challenges, particularly for unskilled workers in developing countries like India. The COVID-19 pandemic exacerbated these issues, severely affecting migrant workers and daily wagers, with unemployment rates rising sharply. In response, India passed four new labour codes in 2019-2020 to simplify and rationalize existing laws, though these have not yet been implemented. Meanwhile, both central and state governments have initiated various administrative and e-governance measures to boost employment and ease of doing business, alongside significant developments in the judicial sphere.

The conference aims to promote and brainstorm ideas as to how to maintain the balance between the interests of various stakeholders and players like employers, employees, and governments.

The main thrust of the Conference will be to identify the contemporary legal issues involved in the area of labour and industrial laws to explore legal solutions for the same and chart out a roadmap of legal steps in resolving the various issues and challenges energy trilemma through legal means which is a major task before the international community in general and the developing countries including India, in particular.

The Conference is planned to be a platform for the congregation of experts, managers, policymakers, academicians, students, and researchers to brainstorm and suggest ways to find viable and workable solutions for solving the contemporary challenges and issues relating to wages, social security, occupational safety.

# CALL FOR PAPERS

## *SUB - THEMES*

The following sub-themes have been recognised for the conference and are merely indicative areas of consideration and the authors are free to delve into any subject matter of contemporary relevance under the broad themes.

1. Issues in Remuneration/Wages of labour.
2. Issues in Social Security Provisions of labour
3. Issues in Occupational Safety, Health and Working Conditions of labour
4. Issues in Industrial Relations
5. The above-mentioned sub-themes are illustrative. Submissions on any other sub-theme are welcome and will be accepted if they are related to the main theme of the Conference.

## *OUTCOMES OF THE CONFERENCE*

1. To enable the academicians and other stakeholders to provide a theoretical as well as practical outlook on the problem of environmental trilemma.
2. To enable the legislature to come up with certain concrete measures to address the energy trilemma.
3. To publish the accepted papers by way of an Edited Book or in Conference proceedings.

# PARTICIPATION

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The conference is open to undergraduate/postgraduate students (Law/MBA/HR/PGDIRPM/MSW), Ph.D. Scholars and Academicians & Professionals and to bring together policy-makers, managers, various other stakeholders and dedicated organizations in the relevant fields for a constructive dialogue on the various aspects of the theme. This conference is an opportunity for discussion, deliberation and interaction between specialists from divergent backgrounds and various streams on the labour and industrial law related issues.

## GENERAL GUIDELINES

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Submissions are expected to be an original work of the author(s) and meet high academic standards. The following guidelines ought to be followed:

- There must be an abstract (250-300 words) which briefly describes the idea behind the submission, its structure, and the authors' conclusion(s). It must include the novelty and usefulness of the idea that the author wishes to put forth and must categorically mention the specific contribution of the article beyond the existing available literature;
- A submission will not be accepted if it has been plagiarized;
- Co-authorship is permissible only up to a maximum of two authors;
- The Citation style shall be Bluebook 20th edition;
- The decision of the screening committee regarding the selection of the paper for the Conference shall be final and binding;

- Upon selecting the abstract, the participants shall register by paying the prescribed registration fee. The mode of payment of the registration fees is provided in “Registration fees” section .

# SUBMISSION GUIDELINES

1. The title must be in Times New Roman, Font Size 14, in CAPITALS, Bold, aligned CENTRE;
2. The body of the manuscript should be in Times New Roman, with Font Size 12, and 1.5-line spacing, automatic spacing between paragraphs, and aligned JUSTIFIED;
3. The footnotes should be in Times New Roman, Font Size 10, single line spacing and aligned JUSTIFIED;
4. A margin of 1 inch shall be left on all sides;
5. Each abstract shall be accompanied by 5-7 keywords.
6. The abstract and paper shall be shared in PDF format with the file name <Abstract/Final Paper\_Name of Author(s)\_NCIL>;
7. Each Abstract and Final Paper should be accompanied by a cover letter mentioning the following details:
  - Name(s) of Author(s)
  - Designation(s) of Author(s)
  - Institutional Affiliation(s) of Author(s)
  - Contact Detail(s) of Author(s)
  - Email ID(s) of Author(s)
8. The abstract shall be submitted via <https://forms.gle/xsEeKyFtU7Ua6Hz86> ;
9. The Final Paper shall be submitted via <https://forms.gle/TjiD2dHHTKjuLAp2A> .

\*Trophies and certificates will be awarded to winners in each theme along with publication of their manuscripts.



# REGISTRATION FEES

Under Graduate Students/ Post Graduate Students / PhD Scholars	Rs. 3000
Academicians	
Industry Experts	
Professionals	
Other Participants	

## Account Details:

- NAME OF ACCOUNT: INSTITUTE OF LAW, NIRMA UNIVERSITY
- NAME OF BANK: THE KALUPUR COMMERCIAL COOPERATIVE BANK LTD.
- ACCOUNT NUMBER: 09720180147
- IFSC CODE: KCCB0NRM097
- ADDRESS OF BRANCH: NIRMA UNIVERSITY, NIRMA UNIVERSITY CAMPUS, SARKHEJ-GANDHINAGAR HIGHWAY

# CONFERENCE TIMELINE

Submission of Abstract	15 September, 2024
Acceptance	18 September, 2024
Submission of Final Paper	30 September, 2024
Last Date of Registration and Payment	1 October, 2024
Dates of the Conference	18-19 October, 2024

# ORGANISING BOARD

## Chief Patron:

Prof. (Dr.) Madhuri Parikh, Director and  
Dean (I/c), Institute of Law, Nirma University

## Conference Coordinators:

Dr. Dharmang Baxi, Professor & Former Additional  
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Dr. Gururaj D. Devarhubli, Assistant Professor of Law

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the respective convenor