



# Labour Law Conference 2026

Lloyd Law College | Lloyd School of Law  
27 & 28 March, 2026

**"Empowering Workers in a  
Changing World: Towards Inclusive,  
Sustainable, Equitable Labour and Justice"**



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## "Empowering Workers in a Changing World: Towards Inclusive, Sustainable, Equitable Labour and Justice"

### Concept Note:

Lloyd Law College is organizing a Labour Law Conference on 27 & 28 March 2026, titled "Empowering Workers in a Changing World: Towards Inclusive, Sustainable, Equitable Labour and Justice". In a historic decision, the Government of India has announced the implementation of the four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 with effect from 21st November 2025, rationalising 29 existing labour laws. By modernising labour regulations, enhancing workers' welfare and aligning the labour ecosystem with the evolving world of work, this landmark move lays the foundation for a future-ready workforce and stronger, resilient industries driving labour reforms for **Aatmanirbhar Bharat**. The Labour Law Conference 2026, themed "Empowering Workers in a Changing World: Towards Inclusive, Sustainable, and Equitable Labour Markets," will bring together policymakers, labour experts, industry leaders, academicians, and worker representatives to discuss the implications of these landmark reforms. The conference will serve as a platform to reflect on opportunities, challenges, and pathways for effectively operationalising the Codes and strengthening India's labour landscape for the future of work.

The Labour Law Conference 2026 will examine the evolution of labour law frameworks in response to digital transformation, climate transitions, and geopolitical shifts. It addresses pivotal issues, including gig economy regulations, worker protections within global supply chains, gender equity in employment, and just transitions to sustainable jobs, in alignment with International Labour Organization (ILO) conventions and United Nations Sustainable Development Goals (UN SDGs).

To cultivate inclusive discourse, the conference extends invitations to national and international participants, encompassing policymakers, labour unions, employers, legal practitioners, academics, non-governmental organizations (NGOs), and youth advocates from diverse jurisdictions. Through hybrid plenaries, workshops, and panel discussions, attendees will disseminate best practices, interrogate prospective reforms, and collaboratively formulate actionable strategies for resilient and equitable labour systems. This multi-stakeholder platform seeks to reconcile localized challenges with international standards, thereby advancing commitments to decent work by 2030.

### About the College

**Lloyd Law College** is a premier institution that has been offering quality legal education since 2003. The College is affiliated with **Chaudhary Charan Singh University, Meerut (U.P.)**, a state university established in 1965, and is **approved by the Bar Council of India**, the statutory body regulating professional legal education in the country. Lloyd Law College is widely recognized for its **academic excellence, innovative pedagogical methods, and strong emphasis on clinical legal education**. Its role in shaping legal education is highly significant, as it is committed to developing essential skills among students. The Lloyd Law College conducts various **practical and skill-oriented courses** to enhance student's hands-on understanding of the law. In addition, the Lloyd Law College is equipped with several **specialized centers** designed to address the diverse academic, professional, and personal needs of its students, ensuring holistic growth and comprehensive legal training. As a **premier institution** of legal studies, Lloyd Law College continually strives to nurture skilled and socially responsible legal professionals.

The College was privileged to receive the mentorship, guidance, and patronage of **Padma Bhushan Late Prof. (Dr.) N.R. Madhava Menon**, a distinguished educationist and a pioneer of legal education reforms in India. Late Prof. Menon was a visionary and the principal architect of the **five-year integrated B.A. LL.B. programme** in India. He was also the founder of some of the country's most prestigious legal institutions, including the **National Law School of India University, Bengaluru, and the National University of Juridical Sciences, Kolkata**. Celebrated as the "Legend of Law" and the "Father of Modern Legal Education in India", Prof. Menon's relentless contributions in modernizing and restructuring legal education have played a pivotal role in elevating Indian legal academia to global standards.

- **Format:** Hybrid (in-person plenaries and virtual tracks), incorporating keynote addresses, panel discussions, workshops, and youth forums.
- **Outcomes:** Formulation of a New Labour Framework; Contributions to SDG implementation; Analysis of New Labour Codes; Dissemination of policy briefs.

## Themes and Sub-Themes

### Theme 1: Revolutionizing Labour Protections

India's New Labour Codes in a Global Context: Harmonizing Flexibility, Equity, and Sustainability Across Borders

- **Implementation Challenges and Reforms:** Scrutinizing enforcement lacunae in the Industrial Relations Code's dispute resolution apparatuses, juxtaposed with empirical case studies from India and analogous European Union models.
- **Wages and Social Security Integration:** Interrogating the Code on Wages' stipulations for universal minimum remuneration alongside extensions under the Code on Social Security for gig economy participants, benchmarked against ILO Convention No. 102 standards.
- **Occupational Health in High-Risk Sectors:** Appraising compliance with the Occupational Safety, Health and Working Conditions Code in manufacturing and migratory labour contexts, informed by cross-jurisdictional benchmarks from Association of Southeast Asian Nations (ASEAN) frameworks.
- **Gender-Responsive Adaptations:** Evaluating the ramifications of codified provisions on women's labour market formalization and maternity entitlements, in consonance with UN Women's transnational advocacy imperatives.

### Theme 3: Equitable Futures

India's Labour Codes as Pillars of Justice in Emerging Economies: Reforms Serving as a Blueprint for Global Worker Empowerment

- **Anti-Discrimination Frameworks:** Explicating equal remuneration mandates under the Code on Wages within intersectional paradigms, contra South Africa's Employment Equity Act.
- **Social Dialogue and Union Rights:** Critiquing strike ballot thresholds in the Industrial Relations Code, enriched by Brazilian peak-level bargaining exemplars.
- **Universal Coverage Expansions:** Elucidating inclusions for unorganized sectors under the Code on Social Security, calibrated against Latin American universalist precedents.
- **Regulatory Compliance in Supply Chains:** Enforcing Occupational Safety, Health and Working Conditions Code norms in transnational commerce, pursuant to OECD Due Diligence Guidelines.

### Theme 5: Sustainable Labour Ecologies

Green Transitions Through Progressive Codes: India's Labour Reforms Driving Climate-Resilient and Just Economies

- **Just Transition Policies:** Applying Industrial Relations Code retraining modalities to fossil fuel dependents, emulating European Union Just Transition Fund stratagems.

### Theme 2: From Legacy Laws to Lasting Legacy

Transforming Labour Laws for the 21st Century Workforce: Leveraging India's Labour Codes for Inclusive Growth and Digital Resilience

- **Codification and Consolidation Impacts:** Disaggregating the rationalization of hiring and termination modalities under the Industrial Relations Code, contrasted with United States at-will employment doctrines.
- **Gig Economy and Platform Regulation:** Synthesizing portable benefits under the Code on Social Security for informal sector operatives with emergent European Union Platform Work Directive propositions.
- **Sustainable Dispute Mechanisms:** Probing fixed-term employment innovations within the Industrial Relations Code vis-à-vis mediation paradigms in Australia and Canada.
- **Health, Safety, and Climate Linkages:** Operationalizing the Occupational Safety, Health and Working Conditions Code for green occupational transitions, congruent with Paris Agreement labour provisions.
- **Youth and Skill Development Mandates:** Correlating apprenticeship imperatives under the Code on Wages with global youth employment compacts, such as the European Youth Guarantee Initiative.

### Theme 4: Digital Labour Renaissance

Codes, Innovation, and Human - Centered Regulation: Navigating AI, Automation, and India's Labour Reforms in a Borderless World

- **Algorithmic Accountability:** Refashioning Industrial Relations Code provisions to mitigate AI-induced recruitment biases, analogous to the proposed United States Algorithmic Accountability Act.
- **Remote Work Protections:** Extending Code on Social Security safeguards to hybrid employment configurations, harmonized with ILO Recommendation No. 206 on teleworking.
- **Data Privacy in Employment:** Amalgamating Occupational Safety, Health and Working Conditions Code imperatives with General Data Protection Regulation (GDPR)-equivalent surveillance mitigations.
- **Innovation Incentives:** Equilibrating Code on Wages flexibilities with intellectual property entitlements for creative sector progenitors.
- **Ethical AI Training Mandates:** Interlinking codal frameworks with reskilling obligations, per UNESCO's AI Ethics Recommendations.

### Theme 6: Inclusive Labour Governance

Codes for Marginalized Voices in Global Dialogues: Empowering Migrants, Women, and Informal

## Themes and Sub-Themes

- **Eco-Social Security Nets:** Augmenting Code on Social Security for green occupational insurance, consonant with the ILO Green Jobs Initiative.
- **Safety Standards for Renewables:** Imposing Occupational Safety, Health and Working Conditions Code rigours in solar and wind domains, illuminated by African renewable energy precedents.
- **Sustainable Wage Floors:** Articulating Code on Wages interconnections with living wage benchmarks in circular economies, per the Global Living Wage Coalition.

### Theme 7: Resilient Frameworks

Labour Codes in Crisis and Recovery: Building Adaptive Laws for Pandemics, Conflicts, and Economic Shocks

- **Crisis Response Mechanisms:** Evaluating emergency prerogatives under the Industrial Relations Code against World Health Organization (WHO) labour directives.
- **Health and Gig Worker Safety:** Adapting Occupational Safety, Health and Working Conditions Code protocols for platform economies amid pandemics, paralleled by United Kingdom IR35 analogues.
- **Wage Stability in Volatility:** Buffering Code on Wages provisions during inflationary exigencies, per International Monetary Fund (IMF) fiscal resilience architectures.
- **Social Security for Refugees:** Extrapolating Code on Social Security to forcibly displaced persons, synchronized with United Nations High Commissioner for Refugees (UNHCR) labour entitlements.

### Theme 9: Strengthening Grievance Redressal

Efficient Dispute Resolution in Modern Labour Codes: Empowering Workers Through Timely and Fair Mechanisms

- **Grievance Redressal Processes:** Appraising conciliation and arbitration under the Industrial Relations Code, calibrated against Singapore's tripartite grievance architectures.
- **Digital Platforms for Complaints:** Fusing Code on Social Security with electronic adjudication for platform operatives, harmonized with European Union digital dispute directives.
- **Mediation and Counselling Mandates:** Integrating Occupational Safety, Health and Working Conditions Code in workplace harassment remediation, analogous to United States Equal Employment Opportunity Commission (EEOC) mediation precedents.
- **Access to Justice for Informal Workers:** Linking Code on Wages to pro bono juridical aids, per ILO Recommendation No. 198 on access to justice.

### Theme 10: Collective Bargaining Dynamics

Revitalizing Union Negotiations Under New Codes: Fostering Balanced Employer-Worker Partnerships Globally

- **Bargaining Scope Expansions:** Dissecting recognition thresholds in the Industrial Relations Code, contrasted with Nordic collective agreement typologies.

Workers via India's Legal Evolution

- **Migrant Protections:** Institutionalizing portability under the Code on Social Security for transborder labour, benchmarked against Gulf Cooperation Council evolutions.
- **Gender Quotas and Care Economy:** Fortifying Industrial Relations Code anti-harassment clauses, aligned with Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) implementations.
- **Informal Sector Formalization:** Extending Occupational Safety, Health and Working Conditions Code outreach to domestic and agrarian labour, vis-à-vis Self-Employed Women's Association (SEWA) paradigms in India.
- **Disability-Inclusive Reforms:** Mandating accessibility under the Code on Wages, pursuant to UN Convention on the Rights of Persons with Disabilities (CRPD) global norms.
- **Indigenous Rights Integration:** Bridging codal provisions with ILO Convention No. 169 in Adivasi juridical milieus.

### Theme 8: Global Labour Synergies

India's Codes as Catalysts for International Standards: Fostering Tripartism, Trade, and Harmonized Rights in a Multipolar World

- **ILO Ratification Pathways:** Aligning the quartet of codes with unratified instruments, such as Convention No. 190 on violence and harassment.
- **Trade-Labour Linkages:** Interrogating Industrial Relations Code integrations in free trade agreements, contra United States-Mexico-Canada Agreement (USMCA) labour annexes.
- **Tripartite Enforcement Models:** Operationalizing Code on Social Security consultative fora, informed by African tripartite modalities.
- **Monitoring and Compliance Tech:** Digitizing Occupational Safety, Health and Working Conditions Code reporting via blockchain, akin to Singaporean innovations.
- **South-South Cooperation:** Disseminating codal precepts among BRICS constituencies for reciprocal labour accords.
- **Monitoring and Compliance Tech:** Occupational Safety Code's digital reporting, with blockchain innovations from Singapore.
- **South-South Cooperation:** Sharing code lessons with BRICS nations for mutual labour pacts.
- **Monitoring and Compliance Tech:** Digitizing Occupational Safety, Health and Working Conditions Code reporting via blockchain, akin to Singaporean innovations.
- **South-South Cooperation:** Disseminating codal precepts among BRICS constituencies for reciprocal labour accords.

### Theme 11: Eradicating Child Labour

Safeguarding Youth in Labour Reforms: Aligning Codes with Global Elimination Goals

- **Age Verification and Enforcement:** Fortifying prohibitions under the Industrial Relations Code, benchmarked against ILO Convention No. 182 on the worst forms of child labour.
- **Apprenticeship Safeguards:** Regulating youth stipends under the Code on Wages, analogous to

## Themes and Sub-Themes

- **Sectoral Bargaining Reforms:** Amalgamating Code on Wages with industry-wide pacts, drawing from German co-determination doctrines.
- **Union Density Incentives:** Subsidizing union treasuries under the Code on Social Security, vis-à-vis Australian Fair Work Act provisions.
- **Global Supply Chain Bargaining:** Enforcing Occupational Safety, Health and Working Conditions Code in extraterritorial negotiations, pursuant to OECD responsible business conduct guidelines.

### Theme 12: Work-Life Balance Innovations

Flexible Arrangements in Evolving Workplaces: Promoting Well-Being Through Code-Enabled Policies

- **Parental Leave Expansions:** Elaborating maternity and paternity entitlements under the Industrial Relations Code, emulating Scandinavian flexicurity models.
- **Right to Disconnect:** Imposing overtime curtailments via the Code on Social Security, per French droit à la déconnexion precedents.
- **Caregiver Supports:** Accommodating flexible scheduling under the Code on Wages for familial caregivers, aligned with ILO Convention No. 156 on workers with family responsibilities.
- **Mental Health Integration:** Mandating psychosocial risk assessments in the Occupational Safety, Health and Working Conditions Code, pursuant to WHO global mental health guidelines.

### Theme 14: Technology in Labour Administration

Digital Tools for Efficient Code Implementation: Harnessing Innovation for Transparent Governance

- **E-Governance Portals:** Digitizing Industrial Relations Code registrations, analogous to Estonia's e-labour ecosystems.
- **Blockchain for Compliance:** Tracking Code on Social Security disbursements via distributed ledger technology, per Singaporean trade finance prototypes.
- **AI in Inspections:** Deploying predictive analytics under the Occupational Safety, Health and Working Conditions Code, congruent with European Union AI Act labour applications.
- **Data Analytics for Wages:** Auditing Code on Wages via algorithmic tools, informed by IMF digital economy frameworks.

### Theme 16: Corporate Social Responsibility

Integrating Labour Standards in Business Practices: Codes as Drivers for Ethical Global Supply Chains

- **CSR Reporting Obligations:** Mandating stakeholder consultations under the Industrial Relations Code, aligned with European Union Non-Financial Reporting Directive.
- **Sustainable Sourcing Audits:** Verifying vendor adherence via the Code on Social Security, per UN Guiding Principles on Business and Human Rights.
- **Ethical Recruitment Pledges:** Normativizing fair hiring under the Code on Wages, analogous to United States executive orders on forced labour proscription.
- **Community Impact Assessments:** Localizing hiring mandates in the Occupational Safety, Health and Working Conditions Code, congruent with OECD Multinational Enterprises Guidelines.

United States Fair Labor Standards Act protections.

- **Family-Based Labour Risks:** Extending Code on Social Security to vulnerable familial units, congruent with UN Convention on the Rights of the Child (CRC) implementations.
- **Monitoring in Informal Sectors:** Intensifying Occupational Safety, Health and Working Conditions Code inspections for juvenile hazards, informed by South Asian regional benchmarks.

### Theme 13: Labour Migration Governance

Secure Pathways for Cross-Border Mobility: India's Codes as Models for Equitable Flows

- **Visa and Portability Reforms:** Codifying temporary migrant entitlements under the Industrial Relations Code, benchmarked against Canada's express entry system.
- **Remittance and Welfare Links:** Extending Code on Social Security extraterritorially, vis-à-vis kafala system reforms in Gulf jurisdictions.
- **Exploitation Prevention:** Embedding anti-trafficking clauses in the Code on Wages, per UN Protocol to Prevent, Suppress and Punish Trafficking in Persons (Palermo Protocol).
- **Returnee Reintegration:** Certifying skills under the Occupational Safety, Health and Working Conditions Code for repatriated migrants, aligned with International Organization for Migration (IOM) standards.

### Theme 15: Closing the Gender Pay Gap

Equal Remuneration Strategies in Labour Codes: Advancing Parity Through Enforcement and Advocacy

- **Pay Audit Mandates:** Enforcing transparency under the Code on Wages, emulating Iceland's equal pay certification regime.
- **Sectoral Gap Analysis:** Incentivizing negotiations via the Industrial Relations Code, contrasted with Australia's Workplace Gender Equality Act reporting.
- **Care Work Valuation:** Crediting unpaid labour in Code on Social Security pensions, per UN Women's global valuation campaigns.
- **Leadership Quotas:** Equitizing safety training under the Occupational Safety, Health and Working Conditions Code, pursuant to ILO Convention No. 100 on equal remuneration.

## Submission Guidelines:

We invite submissions of academic papers, including conceptual papers, and policy papers. Manuscripts should range from 6,000 to 10,000 words (including footnotes), include an abstract of 150–250 words, and adhere to ILI citation style. Registration is subject to acceptance of the abstract. All the submission and communication will be done through official *Mail ID: labourlawconference@lloydlawcollege.edu.in*

## Authorship Criteria:

Submissions are limited to a maximum of three authors per manuscript: one corresponding author and up to two co-authors. At least one author must hold a professional designation, be a research scholar, or advocate, or labour union member, or serving as a faculty, ensuring scholarly rigor and expertise in the submission.

## Important Dates:

- Abstract Submission: **31st December, 2025**
- Abstract Acceptance: **10th January, 2026**
- Full Paper Submission: **25th February, 2026**
- Final Confirmation and Conference Schedule: **5th March, 2026**

## Conference Fee:

- Faculty and post-doc researchers: INR 1000
- Industry Professionals: INR 1000
- Ph.D. Scholar: INR 800
- Students: INR 500

Fees for the participants from abroad (Foreign Citizens) under above categories will be same.

### Patron-in-Chief

**Mr. Manohar Thairani**

President, Lloyd Law College & Lloyd School of Law

### Conference Chair

**Dr. Mohd. Salim**

Senior Director & Dean, Lloyd Law College & Lloyd School of Law

### Conference Chair

**Dr. Akhilesh Kumar Khan**

Director, Lloyd Law College & Lloyd School of Law

**Conference Chair:** Dr. Vikram Singh Jaswal (Director, Lloyd School of Law)

**Convenor:** Mr. Nishant Singh Rawat

**Co-Convenor:** Mr. Wasi Ullah

**Faculty Co-ordinators:** Dr. Sangeet Saroha, Dr. Surya Bhan, Mr. Saket Saurav, Ms. Sakshee Sahay

For More Information Contact: +91-7503260909  
Mail id: labourlawconference@lloydlawcollege.edu.in