



National Webinar

On

COVID19 Pandemic & Enforcement of Labour Law: Challenges and Remedies

[30 January 2021]

Organised By

**Centre for Transparency & Accountability in Governance,
National Law University Delhi, India**

&

National Labour Law Association, New Delhi

In collaboration with

Friedrich Ebert Foundation – India

&

Centre for Labour Laws NLIU Bhopal (MP)

About the Organisers:

Centre for Transparency & Accountability in Governance, NLU Delhi:

The **CTAG** of the National Law University, Delhi (*The NLU Delhi established in 2008 by Act No.1 of 2008 of National Capital Territory of Delhi*), is one of India's premier law universities) has been established to uphold the commitment to the rule of law & good governance. The Centre emphasizes on sensitizing people on transparency & accountability in governance, empowering professionals/functionaries such as students, lawyers, & public officials to contribute effectively to ensure transparency and accountability in governance. It also works towards creating and promoting quality research in the area of transparency and accountability in governance.

National Labour Law Association:

The **National Labour Law Association** [NLLA], established in 1980, provide a forum for a free and frank exchange of ideas and experiences among the employers, workers, professionals, labour lawyers and experts, and the government officials to help appreciate and apply laws in its right perspectives. The Central Ministry of Labour had conferred it the "Consultative Body Status." In 1983, the NLLA had set up an "Institute of Industrial Relations and Personnel Management" to impart professional qualification in the areas of IR and PM. It has signed MoUs with VV Giri National Labour Institute, Noida (U.P.), for collaboration on various activities. The NLLA's current areas of engagements include Labour Law Reform; the Unorganised Workers, Contract Labour, Migrant Workers, working of various Welfare Boards; etc. The NLLA is affiliated to the International Society of Labour and Social Security Law, Geneva (ISLSSL) & acts as its National Chapter for India.

Friedrich Ebert Stiftung:

The **Friedrich-Ebert-Stiftung** (FES) is a non-profit German foundation committed to the values of democracy and social justice. The FES established its India office in 1981 in New Delhi. FES India is committed to building mutual trust by providing a platform for open debate and the exchange of new ideas. Through workshops, seminars, exchange programs, and academic papers, it offers nuanced socio-economic analyses and fosters debates on national, regional, and global levels. The FES- India and NLLA cooperation dates back to the 1990s when they joined to bring out the Indian Labour Code 1994. Presently, the core question is: how can India's economic development be charted to become a socially-balanced, sustainable, and resilient economy in the post-COVID 19 eras. Together with democratic leaders, academics, members of civil society, and national and international experts, the FES endeavours to generate fresh ideas to shape India's future and jointly strive for a better world.

Centre for Labour Laws, NLIU Bhopal

National Law Institute University's newest rock pillar- the Centre for Labour Laws (CLL) had been established in 2019. Although born in one of the most uncertain times humanity has ever seen, the CLL is destined to grow as a bearer of light and empathy. The Centre is one of a kind and serves as an embodiment of labour rights for the nation's brick bearers- our labourers. One of the central aims is to provide a platform for research on policy, institutional, legal and regulatory issues and act as a platform for exchanging ideas amongst Govt. authorities, lawyers, policymakers, regulators, and academia.

About The Conference:

The liberalization of the Indian economy has no doubt increased economic activities but, at the same time, has caused contractualization / casualization of employment relations and resultant widening of inequalities. The COVID19 Pandemic has also caused serious disturbances in the world of work. There is a continued expansion of the informal economy infested with precarious work conditions. Further, the capital-intensive modes of production with the segmentation of production processes have come to question the future of work worldwide. The so-called white-collar workers are engaged in jobs that were earlier earmarked for blue-collar workers. Apart from this, the challenges faced from robots and automation, including the surge of artificial intelligence in industrial production, have opened a new arena for reformulating labour policy and the law. The new normal with regards to social distancing, work from home, etc are also posing challenges.

The Corporates have generally been adopting labour rationalization policies in order to reduce costs so as to remain viable in an increasingly competitive environment. In order to meet the situation described above, national and state governments have introduced various measures such as fixed term employment; longer hours of work; work from home, etc. A significant shift has taken place in employment from permanent to temporary, casual, and short term contract employment. This has weakened the collective bargaining machinery. Instances are not lacking where permanent workers in non-core activities are removed and replaced by contractual workers either through outsourcing to other firms or direct recruitment.

Further, some states in India have, in wake of COVID19, exempted several small establishments from the purview certain provisions of labour laws including mandatory inspection. On the other hand, some employers are adopting unfair labour practices as a condition for the reopening of closed industries. In the background of the non-existence of any form of social protection, workers have accepted such offers. Moreover, under the WTO regime, labour and economic policies seem to be resulting in many companies' closure or disappearance, especially those engaged in consumer goods. The primary issue that emerges is how the industrial units which are sick or closed or under liquidation due to the worldwide economic crisis need to be facilitated.

There is a major initiative to undertake reforms in the labour laws. Most of the Labour law reforms have been enacted to facilitate 'ease of doing business' as also trade. Further, COVID-19 has also adversely affected employment across the globe. The Conference will deliberate on the contemporary issues relating to the Labour Law Reforms. In this context, an attempt would be made to draw lessons from the different perspectives as also from the best practices being followed in various countries.

Sub-themes of the Conference:

- Labour law Reforms across the globe
- Impact of the pandemic on the employment in organised and Unorganised sectors
- Labour market and Role of Social Partners including workers' organizations / association

- Contract Labour - Law and Policies
- Legal Protection and Social Security to Unorganized / Informal workers
- Skill Development - Law & Policy
- Women worker, Maternity Act, and employability
- Globalization, International Labour Standards, and Decent Work
- Hard vs. Soft Laws
- Challenges of Robotics, Automation, including the surge of Artificial Intelligence
- Social Security and Unemployment Insurance
- Labour Law Reforms and protection of workers
- Future of work and labour law policies
- Ease of doing business and protection of Rights of Workers
- Fixed Term Appointment
- Voluntary / Premature Retirement
- Employment in SDG
- Street Hawkers, Sewage workers, Domestic Workers, Security Guards, etc.
- Any other topic directly related to the central theme of the Conference

Organising Committee

- **Chairperson:**
- **Professor (Dr.) S. K. D. Rao**, Vice-Chancellor, National Law University Delhi, India
- **Co-Chairpersons:**
 - **Dr. Pravin Sinha**, President, National Labour Law Association, New Delhi; & Visiting Faculty, International Centre for Development & Decent Work, Germany
 - **Mr. Anup Srivastava**, Program Adviser, Labour & Industrial Relation, Friedrich-Ebert-Stiftung, India Office, New Delhi

Conference Director:

Prof. (Dr.) S. C. Srivastava, LLD (Cal.), Secretary-General, National Labour Law Association, Delhi

Conference Convener

Dr. Jeet Singh Mann, Director, CTAG, National Law University of Delhi, Delhi

Call for Papers:

Research papers, including field studies, from scholars, researchers, bar & bench, employers' association/chambers, trade unions, Professors, and NGOs/civil societies are invited. One co-author is permitted. Research papers, for inclusion in the conference proceedings, shall be subject to the approval of the Academic Committee. All research papers will be subject to the

scrutiny of anti-plagiarism software. **Selected research papers** may be published in the form of a **special book with ISBN Number after completing the Conference**. The author of the published paper would receive a copy of the publication free of cost.

Guidelines for Conference Papers:

The Authors should apply research skills and appropriate research methodology. The research paper should be thematic and desired to be linked to the sub-themes. It should have proper research questions and should also reflect the findings. The length of a research paper should not be more than 8000 words. It must be typed in Times New Roman, Font Size 12 on A4 size paper with 1" margin on all sides with 1.5 line spacing using MS Word application. Footnotes should follow the SILC standard of footnoting. Endnotes are not allowed. At the end of the paper, there should be a brief profile of the author with an E-mail ID, contact number, and address. The author must also certify that the submitted paper is original & has not been published elsewhere.

Important Deadlines:

Submission of papers (10 K Words) along with abstract (250 words):	20 January 2021
Notification for the approval:	23 January 2021

Submission of registration form & charges:

25 January 2021

The research paper should be submitted to the Convener of the conference at **ctag@nludelhi.ac.in**. Articles received after the stipulated deadline will not be entertained for inclusion in the conference. Professionals/Teachers/Students may participate in the Conference by paying the requisite charges without submitting any research paper. **Trade Union/Labour NGOs leaders and functionaries including their educators can participate without payment of any charges although pre-registration is mandatory**

Participation and Registration Fee

Registration charges for participation, including paper presentation: Rs. 500 (five hundred) only

Link for the Registration:

<https://www.digialm.com//EForms/configuredHtml/511/50084/application.html#nogo>