



International Conference

On

Future of Work, Labour Policy & the Law

[17-18 November 2018; NLU, Dwarka, Delhi]

Organised By

**Centre for Transparency and Accountability in
Governance**

National Law University Delhi, India

&

National Labour Law Association, New Delhi

In collaboration with

The Friedrich Ebert Foundation, New Delhi

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 the premier law universities in India) has been established to uphold the commitment to the rule of law and good governance. The Centre emphasizes on sensitizing people on transparency and accountability in governance; empowering professionals / functionaries such as students, lawyers, and 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] was established in 1980. Its objective is to provide a forum for a free and frank exchange of ideas and experiences among the employers, workmen, the professionals, and the experts, as well as the Government officials so as to help all the concerned to appreciate and apply laws in its right perspectives. The Ministry of Labour had conferred it the “Consultative Body Status”. In 1983, the Association had set up an Institute of Industrial Relations and Personnel Management. 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 ongoing Labour Law Reform; the Unorganised Workers Social Security Act, Contract Labour Act, 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 platforms of mutual trust for open debate and exchange of new ideas. Through workshops, seminars, exchange programs, as well as academic papers it is offering nuanced socio-economic analyses and fostering debates on a national, regional and global levels. Presently, the core question is: how can India's economic development be charted in a way that it becomes a socially-balanced, sustainable, and resilient economy. Together with political leaders, academics, members of the civil society and national and international experts the FES endeavours to generate fresh ideas to shape India's future as well as jointly strive for a better world. The FES and NLLA cooperation dates back to 1990s when they joined to bring out Indian Labour Code 1994.

About The Conference:

The New Economic / Industrial Policy 1991 and the consequent liberalization of Indian economy have, on one hand, increased economic activities while on the other hand, have caused contractualization / casualisation of employment relations. The in-formalization of employment relations has further enlarged the informal economy that is infested with the precarious work conditions. Further the capital intensive methods of production with segmentation of production processes has come to question the future of work across the Globe. The so-called white-collar workers are engaged in jobs that were earlier earmarked for blue-collar workers. Quite apart from this, the challenges faced from robots, automation, including the surge

of artificial intelligence in the industrial production have opened a new arena for re-formulation of labour policy and the law.

The Corporates, pursuant to globalization and inherent competition, have generally been adopting labour rationalization policies in order to reduce costs and be competitive. In order to meet the aforesaid situation several developed and developing countries have introduced plans like Voluntary Retirement Scheme (VRS), lay-offs/retrenchment, and closures both in the organized and the unorganized sectors. A significant shift has taken place in the 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 exempted several small establishments from the purview of labour inspection. On the other hand, some employers have even offered the lower wages to the workforce as a condition for the reopening of closed industries. In the background of non-existence of any form of social protection, workmen have accepted such offers. Moreover, under the WTO regime, labour and economic policies seem to be resulting in the closure or disappearance of many companies, especially, those engaged in consumer goods. The major 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.

The Conference will deliberate on the contemporary issues relating to the future of work, labour policy and the law. In this context, an attempt would be made to draw lessons from the best practices followed in various countries.

Sub-themes of the Conference:

- 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
- 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 main theme of the Conference

Conference Venue:

Centre for Transparency & Accountability in Governance
The National Law University - Delhi,
Sector 14, Dwarka, New Delhi 110078, INDIA,
Email: ctag@nludelhi.ac.in; www.nludelhi.ac.in

Organising Committee

- **Chairperson:**
Professor (Dr.) Ranbir Singh, Vice-Chancellor, National Law University Delhi, India
- **Co- Chairpersons:**
 - **Dr. Pravin Sinha**, President, National Labour Law Association, New Delhi;
 - **Mr. Johann Ivanov**, Dy. Representative and Program Director (Social Justice), Friedrich Ebert Foundation, New Delhi
 - **Mr. Anup Srivastava**, Program Adviser, Labour & Industrial Relation, Friedrich-Ebert-Stiftung, India Office, New Delhi
 - **Prof. G. S. Bajpai**, Registrar, National Law University, Delhi

Conference Director:

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

Conference Convener

Prof. (Dr.) Jeet Singh Mann, Director, CTAG, NLU 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 the completion of 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 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 SILC standard of footnoting. Endnotes are not allowed. At the end of the paper, there should be a brief profile of the author with E-mail ID, contact number, and address. The author must also certify its originality and that the submitted paper has not been published elsewhere.

An abstract of minimum 500 words should be submitted first. It must indicate methodology adopted, hypothesis and likely outcome.

Important Deadlines:

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|--|----------------------------------|
| Abstract Submission: | 05thSept, 2018 |
| Approved Abstract notification: | 15thSept,2018 |
| Submission of complete papers: | 15th Oct 2018 |

Submission of registration form & charges:

1st October 2018

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, without, submitting any research paper, may participate in the Conference by paying the requisite charges.**

Participation and Registration Fee

- 1. Registration for non-resident Teachers/ Professionals/ Students:** **Rs. 2000**
- 2. Registration with accommodation: Teachers/Professionals/ Students:** **Rs. 3000**
- 3. Registration of foreign delegates with accommodation at the NLU Campus, Delhi:** **US \$100**

Accommodation:

Limited accommodation is available on first come first serve basis, without any additional charges, for outstation participants only. Preference will be given to paper presenters. Registration charges must be paid at any time on or before **1st October, 2018**.

For all communication related to the Seminar kindly visit our web site: www.nludelhi.ac.in

Future of Work, Labour Policy & the Law

Registration Form

Details of the Participant

Name.....

Designation.....

Organization.....

Mob Phone.....

Email ID.....

Mailing Address.....

Meal preference: (a) Vegetarian; (b) Non-vegetarian (fish / chicken); (c) Vegan

Details of the Accommodation Charges **Paid/ N/A**:

Payment Details:

DD/online payment Reference.....

Rs.....Drawn/paid on (date).....

Online Payment Details:

| | |
|---------------------------------------|------------------------------------|
| Account Name: CTAG NLU DELHI | Name and Address :- |
| Account Number: 18710110041680 | U.C.O Bank, |
| IFSC Code: UCBA0001871 | Sector-4, Dwarka, New Delhi |
| MICR Code: 110028051 | |

Date and Place

Signature

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Demand Draft payable at New Delhi and drawn in favour of **CTAG NLU DELHI** and send to:
*Centre for Transparency and Accountability in Governance, National Law University - Delhi ,
Sector 14, Dwarka, New Delhi 110078, India,*

For Further Enquiry, please contact:

Conference Organizing Committee:

Prof. Jeet Singh Mann, Conference Convener,

Centre for Transparency and Accountability in Governance

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