



**National Seminar**

**On**

**Labour Laws in Emerging India**

**[11-12 November 2017; NLU, Dwarka, Delhi]**

**Organised By**

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

**In Collaboration with the  
National Labour Law Association, New Delhi;  
Friedrich Ebert Foundation, New Delhi**

**National Law University Delhi, India**

## **About the organisers:**

### **National Law University, Delhi, India:**

**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. The vision of the University is to create a Global Legal Institution which will compete with the best in the World and to prepare Lawyers for a legal career that introduces them to a wide range of opportunities in legal profession across the globe. The University has the excellent infrastructure in its campus at Sector 14, Dwarka, New Delhi with all facilities for best of learning and research. The University offers 5-year integrated B.A., LL.B (Hons), LL.M., Ph. D and PG Diploma Programmes.

### **1. Centre for Transparency and Accountability in Governance (CTAG):**

**The CTAG, National Law University Delhi** has been constituted to uphold the commitment to the rule of law and good governance. The Centre emphasises on sensitizing people on transparency and accountability in governance; empowering people such as students, lawyers, and public officials to contribute effectively to ensure transparency and accountability in governance; and creating and promoting quality research in the area of transparency and accountability in governance. The Centre also provides, free of cost, for training, sensitization and consultative services on RTI to people. The Centre has organised national and International Conferences on good governance issues such as corruption in governance.

### **2. National Labour Law Association:**

The **National Labour Law Association [NLLA]** was established in 1980 with Dr. Nagendra Singh, Judge, International Court of Justice as the President, and the Chief Justice of India as its Chief Patron. Its objective is to provide a forum for a free and frank exchange of ideas and experiences among the employers, employees, the professionals, and the experts, as well as the Government officials so as to help all concerned to apply laws in their right perspective. The Ministry of Labour has conferred the “Consultative Body Status” on it. In 1983 the Association set up an Institute of Industrial Relations and Personnel Management.

### **3. Friedrich Ebert Stiftung:**

The **Friedrich-Ebert-Stiftung (FES)** is a non-profit German foundation committed to the values of democracy and social justice. FES has been active in India since the late 1970s and established its official country 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 level. 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 FES endeavours to generate fresh ideas to shape India’s future as well as jointly strive for a better world.

## **About The Conference**

The developments following the introduction of new economic policies have led to not only large scale outsourcing but also a contraction of regular employees. The restructuring that followed the framework for which the laws were enacted following 1947. The ongoing globalization had, on the one hand increased economic activities with higher returns while on the other hand had caused contractualisation / casualisation of employment relations. The informalization of employment relations has further enlarged the informal economy that is infested with the precarious nature of jobs. The introduction of the capital intensive method of production with segmentation of production line has come to question the very definition of workmen in India. The so called white-collar workers are engaged in jobs that were earmarked for blue-collar workers.

The Corporates, pursuant to globalization and inherent competition, have generally been adopting labour rationalization policies in order to reduce costs and be competitive. They have introduced plans like Voluntary Retirement Scheme (VRS) as well as retrenchment and closures both in the organized and the unorganized sectors. A significant shift has taken place in employment from permanent to temporary, casual and contract employment. This has weakened the collective bargaining machinery. Instances are not lacking where permanent workers in non-core activities are removed and are replaced by contractual workers either through outsourcing to other firms or direct recruitment. Further, some States have exempted several small establishments from the purview of labour inspection. On the other hand, some employers have even offered lower wages to the workforce as a condition for the reopening of closed industries. In the background of non-existing any form social protection, workmen have accepted such offers. Further, under the WTO regime, labour and economic policies seem to be resulting in the closure or disappearance of many Indian companies, especially, those engaged in consumer goods. The major issue that emerges is how the industrial units which are sick or closed under liquidation, or due to the world wide economic crisis need to be dealt with in India. Particularly the displaced workers.

The Conference will also look at the application of various law under the newly introduced GST regime. The goods and services tax that became effective from July 1, 2017, has brought various markets in India under one tax structure. How this will impact the business as also the application of labour laws will form part of this conference.

## **Sub-themes of the Conference**

- 1. Constitutional vs. Legal Rights;**
- 2. Labour Rights under globalised environment;**
- 3. Indian labour market and Role of Social Partners**
- 4. Trends and Challenges of labour Laws in India**
- 5. Protection of rights of Unorganised Workers/labour**

6. Nature of Industrial / Employment Relations in India
7. Globalisation and International labour standards.
8. Hard vs. Soft Laws
9. Any other topic connected to the central theme of the Seminar

### **Patron**

**Professor (Dr) Ranbir Singh**, Vice-Chancellor, National Law University Delhi, India

### **OUR MENTORS**

Mr. Patrick Ruethor, Director, Friedrich Ebert Foundation, New Delhi

Dr. Pravin Sinha, President, National Labour Law Association, New Delhi

Prof. (Dr) S.C. Srivastava, Former Head & Dean Faculty of Law, KU, Haryana

Prof. S. Sachidanandam, Professor of Law, National Law University, Delhi

Prof (Dr) B T Kaul, Chairman, Delhi Judicial Academy, New Delhi

Prof. (Dr) Kamala Shankaran, Vice Chancellor, TN National Law University, Trichy, TN

### **Conference Director:**

**Prof. (Dr) SC Srivastava**, Secretary General, National Labour Law Association, New Delhi

### **Conference Convener**

**Dr. Jeet Singh Mann**, Director, Centre for Transparency and Accountability in Governance, NLU Delhi

### **Call for Papers**

Quality research papers, including field studies, from scholars, researchers, bar & bench, teachers, NGOs/civil societies, and students are invited. One co-author is permitted. Co-author is also required to pay registration charges. Research papers, for inclusion in the conference proceedings, shall be subject to the approval of Editorial Board. All research papers shall be subject to the scrutiny of anti-plagiarism software. **Selected quality research papers** may be published in the form of a special book with ISBN No.

### **Guidelines for Conference Paper**

The research paper should apply research skills and use of appropriate research methodology. The research paper should be thematic, and identification of sub-themes is highly appreciated. It should

have proper research questions and should also reflect the findings. The 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.

### **Important Dates**

<b>Abstract Submission:</b>	<b>20 Sept 2017</b>
<b>Approved Abstract notification:</b>	<b>01 Oct 2017</b>
<b>Submission of complete papers:</b>	<b>15 Oct 2017</b>
<b>Notification for final list of papers:</b>	<b>20 Oct 2017</b>
<b>Submission of registration form &amp; charges:</b>	<b><u>01 Nov 2017</u></b>

The research paper may be submitted to the Convener of the conference at [ctag@nludelhi.ac.in](mailto:ctag@nludelhi.ac.in). Articles received after the stipulated deadline will not be entertained for participation in the conference.

### **Participation and Registration Fee**

<b><i>Registration Teachers/other professionals:</i></b>	<b><i>Rs. 1500</i></b>
<b><i>With Accommodation: Teachers/other professionals:</i></b>	<b><i>Rs. 2500</i></b>
<b><i>Registration charges for Students:</i></b>	<b><i>Rs.1000</i></b>
<b><i>With Accommodation: Students:</i></b>	<b><i>Rs. 1500</i></b>

No TA/DA will be paid to participants. Limited accommodation is available on first come first serve basis, without any additional charges, for participants from outside the NCR area only. Preference shall be given to paper presenters. Registration charges can be submitted at any time on or before **01 Nov 2017**. Certificate for actual participation shall be issued after completion of the events or will be mailed after completion of the conference. No certificate shall be issued *in absentia*, and there shall be no refund of registration charges at any stage.

***There shall be no registration fee for any foreign delegate/labour organisations functionaries and their accommodation, etc. will also be looked after by the University.***

**For all communication related to the Seminar kindly visit our web site: [www.nludelhi.ac.in](http://www.nludelhi.ac.in)**

# National Seminar on Labour Laws in Emerging India

## Registration Form

### Details of the Participant

Name.....

Designation.....

Organization.....

Mob Phone.....

Email ID.....

Mailing Address.....

### Payment Details:

Out DD/ Cheque No/online payment.....

Rs.....Drawn/paid on.....

Date and Place

Signature

.....  
All payments to be made through Demand Draft or Cheque payable at New Delhi and drawn in favour of ' Registrar, National Law University, Delhi and send to:

*Centre for Transparency and Accountability in Governance, National Law University, Delhi Sector 14 Dwarka New Delhi 110078, India,*

**Online Payment is also accepted: Details will be uploaded on the web site of the University**

### For Further Enquiry, please contact

Conference Organizing Committee:

*Dr. Jeet Singh Mann, Conference Convener,*

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