MAHARASHTRA NATIONAL LAW UNIVERSITY MUMBAI
ORAGANISES

FIRST EDITION OF INTERNATIONAL LABOUR LAW CONFERENCE

ON

NEW LABOUR CODES IN INDIA: CONTEMPORARY ISSUES, IMPLEMENTATION CHALLENGES AND GLOBAL PERSPECTIVES

APRIL 6TH, 2026

ABOUT MNLU MUMBAI

Maharashtra National Law University Mumbai, established under the Maharashtra National Law University Act 2014 on 20th March 2014, is one the premier National Law Universities in India. The Act envisaged establishing National Law University in Maharashtra to impart advanced legal education and promote society-oriented research in legal studies for the advancement of the societal life of the people in the country. The prime goal of the University is to disseminate advanced legal knowledge and processes of law amongst the students and impart in them the skills of advocacy, legal services, law reforms and make them aware and capable to utilize these instruments for social transformation and development. In recent years University has taken long strides in areas of research and has established Research Centres to impart advanced legal education and promote society-oriented research in legal studies.

About the Conference

The Indian labour law framework has undergone a significant transformation with the introduction of the new Labour Codes in 2019 and 2020, which aim to consolidate and rationalise several existing labour legislations. Recently, the Government of India has notified the Labour Codes to implement with effect from 2025. These reforms seek to balance economic growth with workers' welfare by addressing issues relating to wages, industrial relations, social security, occupational safety, and working conditions. With the evolving nature of employment, the rise of the gig economy, technological developments, and the growing importance of labour welfare, there is a pressing need to critically examine the implementation and impact of these reforms within the broader socio-economic and legal context.

The First Edition of International Conference on New Labour Codes in India, organised by Maharashtra National Law University, Mumbai, seeks to provide an academic platform for scholars, researchers, policymakers, industry experts, and legal professionals to engage in meaningful dialogue on contemporary labour law reforms. The Conference aims to encourage scholarly discussions, exchange of ideas, and critical analysis of the legal, policy, and practical dimensions of the new labour codes. Through research presentations and deliberations, the Conference aspires to contribute to a deeper understanding of labour law developments and to generate constructive suggestions for strengthening the legal framework governing labour and employment in India.

NEED FOR THE CONFERENCE

The new Labour Codes represent a major reform in India's labour law system, affecting workers, employers, trade unions, and regulatory authorities. Their implementation has raised important questions regarding workers' rights, social security, industrial relations, and ease of doing business. There is a need for academic and policy discussions to critically examine their impact, identify implementation challenges, and ensure a balanced approach between economic growth and labour welfare. This Conference will provide a platform for scholars, policymakers, and stakeholders to engage in meaningful dialogue and contribute to research and policy development in the Indian context.

OBJECTIVES

- To critically analyse the provisions, structure, and implications of the new Labour Codes in India.
- To examine the impact of the Labour Codes on workers' rights, social security, and working conditions.
- To discuss the role, relevance, and challenges of trade unions under the new legal framework.
- To promote academic research, policy dialogue, and scholarly engagement on contemporary labour law reforms.
- To facilitate national and international collaboration among academics, policymakers, industry experts, and labour organisations.

EXPECTED OUTCOMES

Publication of Research Papers: Selected papers presented at the Conference will be published in an edited book with an ISBN and/or in a Special Edition of the MNLU Mumbai Law Journal, subject to peer review and editorial policy.

Research Collaboration: The Conference will foster academic collaboration among scholars, institutions, policymakers, and industry experts, leading to future joint research, publications, and academic partnerships.

Academic Visibility and Institutional Recognition: The Conference will enhance the academic reputation and visibility of Maharashtra National Law University, Mumbai, at the national and international levels and strengthen its role in labour law research and policy discourse.

THEMES

Theme I: **Wage Regulation, Wage Protection, and Wage Justice**

This theme focuses on legal and policy frameworks relating to wage determination, wage equality, and the protection of workers' wage rights.

Sub-Themes:

- Minimum Wage and Living Wage: Legal and Policy Perspectives
- Wage Equality and Gender Justice
- Timely Payment of Wages and Wage Protection Mechanisms
- Bonus and Incentive Systems
- Wage Protection in the Informal and Unorganised Sector
- Digital Wage Systems and Transparency
- Challenges in Implementation and Enforcement

Theme II: Industrial Relations, Collective Bargaining, and Dispute Resolution

This theme examines the changing nature of industrial relations and the mechanisms for maintaining harmony between employers and employees.

Sub-Themes:

- Trade Union Recognition and Collective Bargaining
- Role of Trade Unions in Contemporary India
- Strikes, Lockouts, and Industrial Actions
- Retrenchment, Lay-off, and Job Security
- Industrial Dispute Resolution Mechanisms
- Labour-Management Relations and Industrial Harmony
- Future of the Trade Union Movement

<u>Theme III</u>: Social Security, Labour Welfare, and Protection of Workers

This theme focuses on social protection systems and welfare measures for workers across the organised and unorganised sectors.

<u>Sub-Themes</u>:

- Social Security and Universal Labour Protection
- Social Security for Gig, Platform, and Informal Workers
- Pension, Insurance, and Provident Fund Systems
- Maternity Benefits and Gender Protection
- Welfare Measures for Unorganised Workers
- Role of the State and Employers in Social Security
- Challenges in Implementation

<u>Theme IV</u>: Occupational Safety, Health, and Working Conditions

This theme addresses workplace safety, health standards, and the welfare of workers.

<u>Sub-Themes</u>:

- Workplace Safety and Health Standards
- Working Conditions and Welfare Facilities
- Protection of Women Workers
- Rights of Migrant and Contract Workers
- Employer Responsibility and Legal Compliance
- Occupational Health and Hazardous Industries
- Enforcement and Implementation Challenges

<u>Theme V</u>: Contemporary Developments, Emerging Challenges, and Future of Work

This theme explores the impact of technological, economic, and global changes on labour and employment.

<u>Sub-Themes</u>:

- Artificial Intelligence and Automation of Labour
- Gig Economy and Platform-Based Work
- Industry 4.0 and Digital Transformation
- Informalisation of Labour
- Gender Equality and Inclusivity in the Workplace
- Globalisation and Labour Standards
- Climate Change and Labour (Just Transition)
- Comparative Labour Law and Global Perspectives
- Future Challenges in Labour Law
- Labour Economics and Changing Labour Markets in the Global Economy
- Economic Growth, Employment and Labour Market Dynamics
- Contemporary Issues in Labour Economics and Employment Policy
- Economic Development and the Future of Labour Markets
- Labour Market Institutions and Economic Transformation

The above themes are indicative and not exhaustive. Participants may submit papers on any other topic related to the broad theme of the conference

Participants and Who Should Attend

The Conference is expected to have approximately 150 participants, including faculty members, judges, legal professionals, researchers, government officials, industry representatives, and students from India and abroad. The participants will include professors and academicians from universities, members of the judiciary and labour tribunals, Ph.D. scholars and research fellows, representatives from labour departments, trade unions, and industry, as well as LL.B. and LL.M. students.
The Conference will be beneficial for:

- Students (LL.B., LL.M.)
- Research Scholars
- Faculty Members and Academicians
- Judges and Legal Professionals
- Corporate Delegates and Industry Representatives
- Trade Union Members
- Government Officials and Policy Makers
- Lawyers and Practitioners

General Guidelines For Paper

- **Title Formatting**
  - Main Title: Full capitals, bold, centre aligned
  - Sub-titles: Sentence case, bold
  - Author Name: Small capitals, centre aligned
- **Footnotes and Citation**
  - Use footnotes only
  - Font: Times New Roman, 10 point
  - Citation Style: Indian Law Institute (ILI), New Delhi
- **Word Limit**

  Minimum: 3,000 words ; Maximum: 5,000 words
  (Including footnotes)
- **Originality**
  - The paper must be original and unpublished.
  - The plagiarism percentage **must not exceed 15%**.
  - Plagiarised submissions will be rejected.
- **Publication Opportunity**
  - Selected papers will be published in an edited book with ISBN and/or in a Special Edition of the MNLU Mumbai Law Journal, subject to peer review and editorial policy.

Guidelines for Abstract Format and Submission

- The abstract must be 250–300 words.
- Authors may submit abstracts on any of the themes or sub-themes of the Conference.
- The abstract must be submitted as an attachment in MS Word format.
- **Details to be Included in the Abstract**
  - Name of the Author(s)
  - Designation
  - Name of the University / Institution / Organisation
  - Email Address and Contact Number
  - Title of the Paper
  - Minimum five keywords
- All abstracts will undergo a peer review process, and only selected abstracts will be accepted for full paper submission.
- Abstracts must be submitted through the registration form at the time of registration. Email submissions will not be accepted.

Guidelines for Full Paper Format and Submission

- First Page Details
  - Title of the Paper
  - Name of Author(s)
  - Designation
  - Institutional Affiliation
  - Email Address (mandatory)
  - Details of Co-author(s), if any
- Formatting Guidelines
  - Format: MS Word
  - Font: Times New Roman
  - Font Size: 12 point
  - Line Spacing: Double spaced
  - Alignment: Justified
  - Margin: 1 inch on all sides
  - Layout: Single column
- The full paper must be submitted through the submission link that will be provided by the organisers.
- Submissions sent through other modes will not be considered.

Rules for Paper Presentation and Participation

- No abstract or full paper will be accepted after the prescribed deadlines.
- Registration is mandatory for participation and paper presentation.
- Each author and co-author must register separately.
- Only registered participants will be permitted to attend the Conference.
- All registered participants will receive a Certificate of Participation / Presentation.
- The Conference will be conducted in hybrid mode (Offline at MNLU Mumbai Campus and Online).
- Online sessions will be conducted through Zoom / Cisco Webex / Google Meet or a similar platform (will be informed few weeks prior to the conference).

IMPORATNT DATES

Event	Date
Last Date for Submission of Abstract	20 March 2026
Last Date for Registration	20 March 2026
Confirmation of Acceptance of Abstract	22 March 2026
Submission of Draft Paper	2 April 2026
Conference Date	6 April 2026
Submission of Revised Paper	To be notified later
Publication of Selected Papers	To be notified later

Registration Fee

The registration fee for participation in the Conference is as follows:

- Students: **₹1500/-**
- Faculty / Professionals / Research Scholars: **₹2500/-**
- Foreign Nationals: **₹3500/-**

Note:

- Each author and co-author must register separately.
- The registration fee once paid will not be refunded.

Accommodation

Accommodation will be arranged for participants at a minimal cost of **₹1500/-**. The accommodation package will include two nights of stay and one day of breakfast and lunch.

Participants will not be required to bear the travel expenses in Mumbai, that is **from the accommodation to the campus**. No other expenses will be borne by the University. Accommodation will be provided subject to availability and prior confirmation.

PAYMENT GUIDE

Participants are required to pay the registration fee through the following modes:

For Indian Participants:

Payment can be made through the online payment link provided below:

https://payments.cashfree.com/forms?code=InternationalConferenceonNewLabourCodesinIndia

For Foreign Nationals:

Payment must be made through bank transfer using the following bank details:

Account Name: Maharashtra National Law University, Mumbai
Account Number: 915010046117867
Bank: Axis Bank
Branch: New Marine Lines
IFSC Code: UTIB0000233
SWIFT Code: AXISINBB233
Bank Address: Court Chambers, 35, Sir V. Thackersey Marg, New Marine Lines.

RESGISTRATION LINK: - https://forms.gle/987NfwHgHkPw7WfTA

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