

# Call For Papers

***International Conference on***  
**CONTEMPORARY DEVELOPMENTS**  
**IN LABOUR AND INDUSTRIAL LAWS**



**27-28 FEBRUARY, 2025**

**HYBRID MODE**

**ORGANIZED BY:**  
**CENTER FOR LABOUR STUDIES AND RESEARCH,**  
**SCHOOL OF LAW, BENNETT UNIVERSITY**

### **About Bennett University**

Bennett University, a State Private University has been established by the 'Times Group', India's largest media conglomerate through Act No. 24 of 2016 passed by the Government of Uttar Pradesh. The University at present offers unique interdisciplinary and contemporary courses through its Schools of Computer Science Engineering and Technology, Engineering and Applied Sciences, Management, Law, and Media & Liberal Arts. In addition, the University has also established the Centres for Innovation & Entrepreneurship and External Relation & Executive Education.

### **About the Conference**

The Centre for Labour Studies and Research (CLSR), Bennett University is organizing an International Conference on Contemporary Developments in Labour and Industrial Laws, aimed at examining the changing dynamics of labour regulations and industrial relations in light of global socio-economic transformations. This conference will assemble prominent scholars, legal authorities, policymakers, and industry specialists to analyse recent developments in labour law, the impacts of globalization and digital transformation on the workforce, and emerging issues related to workers' rights, employment standards, and regulatory frameworks. The event seeks to promote interdisciplinary debate and collaboration among legal, economic, and social viewpoints, enhancing the discourse on contemporary labour and industrial legislation.

**Eligibility:** Academics, researchers, professionals, practitioners and students are welcome to participate and share their knowledge, skills and experiences.

### **About School of Law, Bennett University**

The School of Law at Bennett University, one of India's top law colleges approved by the Bar Council of India, is dedicated to delivering outstanding academic, research, and industry-focused education. Its programs prepare law students to face courtroom challenges and develop skills in drafting lawsuits from both the respondent's and complainant's perspectives. The university also trains students to handle corporate and commercial law issues and to pass resolutions on such matters.

The school offers a range of enriching programs, including B.A., LL.B. (Hons.); B.B.A., LL.B. (Hons.); LL.M.; and Ph.D. The curriculum is designed to raise awareness among students about the new labour codes and Contemporary evolution in the field of labour and industrial laws.

As a top private law college in India, Bennett University provides world-class infrastructure, including amphitheater classrooms, a dedicated law library, and a Moot Court Hall, to create an industry-relevant environment. The school is promoted by The Times Group, which has a 180-year legacy as a powerful and representative voice for the people of India and their rights.

## **CALL FOR PAPERS:**

### **The Topics of interest include, but are not limited to:**

The Conference invites well-researched original papers amongst professionals, academicians, practitioners, research scholars, administrators, students, social activists, and the representatives of governmental and non-governmental organizations for presentation on the following themes and sub-themes:

### **Theme 1: Expanding Horizons in Labour Rights**

#### **1. Labour Rights in Global Perspectives**

- A comparative exploration of labour rights across countries, examining global standards and challenges.
- How international conventions and agreements influence national labour policies and practices.
- Analysing the role of international organizations in advocating for universal labour rights.

#### **2. Protection of Rights of Unorganized Workers**

- Addressing the legal and social challenges faced by workers in the unorganized sector.
- Policies and frameworks to secure rights, benefits, and social security for informal sector workers.
- Case studies on successful models and initiatives to uplift unorganized labour.

#### **3. AI and Labour Market Transformation**

- The impact of artificial intelligence and automation on global labour markets and legal frameworks.
- Challenges such as job displacement, workplace surveillance, and data privacy in the age of AI.
- Opportunities for using AI to improve workplace efficiency and ensure compliance with labour rights without compromising workers' dignity.

### **Theme 2: Labour Rights and Sustainable Development Goals (SDGs)**

#### **1. Urban Development and Labour Policies**

- Impact of rapid urbanization on employment patterns, labour laws, and worker welfare.
- Exploring the effects of urban infrastructure projects on labour rights, especially in the construction and service sectors.
- Identifying gaps in regulatory frameworks and suggesting policy interventions for protecting workers in urban projects.

- Case studies of smart cities and their implications for labour law.

## **2. Gender Equality in Labour Laws**

- Analysis of legal frameworks promoting gender equality in the workplace, including anti-discrimination laws, equal pay legislation, and maternity benefits.
- Challenges in implementing gender equality policies, including cultural and organizational barriers.
- Initiatives and programs that promote women's participation in leadership roles and traditionally male-dominated industries.
- Global benchmarks for gender-inclusive labour policies and their applicability in developing countries.

## **3. Child Labour and Forced Labour**

- Assessing the effectiveness of international and national laws in combating child labour and forced labour.
- Exploring the role of enforcement agencies and NGOs in eliminating these practices, with a focus on SDG Goal 8 (Decent Work and Economic Growth).
- Success stories of community-based and policy-driven initiatives to eradicate exploitative labour practices.
- Emerging threats like human trafficking and bonded labour, and their implications for labour laws.

### **Theme 3: Emerging Labour Market Dynamics**

#### **1. Gig Economy Workers and Legal Innovations**

- Understanding the unique challenges faced by gig workers, including job insecurity, lack of social security, and absence of traditional employer-employee relationships.
- Exploring global trends and innovative legal frameworks to address gig workers' rights, benefits, and protections.
- Comparative analysis of regulations in countries like the US, UK, and India for gig and platform-based workers.
- Balancing flexibility with security in gig economy models.

#### **2. New Labour Codes in India**

- Overview of the new Indian labour codes, including the Code on Wages, Industrial Relations Code, Code on Social Security, and Occupational Safety, Health, and Working Conditions Code.
- Discussion on the anticipated benefits for employers and employees, such as simplification of compliance and greater social security.

- Challenges in implementation, especially for small and medium enterprises (SMEs) and unorganized workers.
- Perspectives on long-term implications for India's labour market, including growth, inclusivity, and competitiveness.

#### **Theme 4: Constitutional and Judicial Aspects of Labour Rights**

##### **1. Workers' Rights under the Indian Constitution**

- Exploration of Articles in the Indian Constitution that protect workers' rights
- Role of Directive Principles of State Policy in guiding labour welfare measures.
- Case studies of landmark judicial decisions that have expanded and upheld workers' rights.
- Analyzing constitutional guarantees in relation to contemporary issues like contract labour, gig work, and workplace equality.

##### **2. Labour Rights and Legal Reforms**

- Intersection of constitutional principles with emerging challenges like AI, urbanization, and globalization.
- Assessing the judiciary's role in interpreting labour laws in light of changing socio-economic contexts.
- Recommendations for legal reforms to align labour rights with constitutional ideals and international standards.

#### **MODE OF CONFERENCE: HYBRID**

#### **SUBMISSION GUIDELINES:**

##### **Submission of Abstract**

- The abstract should be of 300 words and must indicate the theme of the proposed research with 5 relevant keywords. It must be accompanied by a cover page which should include:
  - Title of the Paper
  - Name of the author(s)
  - E-mail address
  - Postal address and Contact Number
  - Co-authorship is allowed. **(Maximum two authors.)**

##### **Abstract Submission:**

The abstract shall be emailed to [clsr@bennett.edu.in](mailto:clsr@bennett.edu.in)

### **Submission of Full Paper**

- The full paper must have a word count of approximately 5000-8000 words. Originality, coherence, thoroughness and contribution to discourse and knowledge will be taken into consideration for selecting papers. All papers will undergo rigorous “double blind review” process.
- The Paper must be submitted in Microsoft Word format and shall be emailed to the undersigned [clsr@bennett.edu.in](mailto:clsr@bennett.edu.in).
- Full papers that are chosen will be published by reputed publishers with an ISBN.

### **Important Instructions for Full Length Paper Submission:**

- **Word Limit** – 5000 to 8000 [Excluding footnotes and abstract].
- **Citation Format** – Bluebook (21st edition).
- **Font** – Times New Roman (12), Line-Spacing: 1.5, Headings (14).

### **Important Dates and Timelines:**

- Last date for Abstract Submission: **5<sup>th</sup> Jan 2025**
- Last Date of Intimation of Selected Abstracts: **10<sup>th</sup> Jan 2025**
- Last Date for Registration: **20<sup>th</sup> Jan 2025**
- Last Date for Final Paper Submission: **15<sup>th</sup> Feb 2025**
- Date of the Conference: **27<sup>th</sup> -28<sup>th</sup> Feb 2025**

*Note: Participants are required to Register for this International Conference once they receive Acceptance Mail for their Abstract from the Organizing Committee.*

### **Prize Money:**

- Best Paper Presentation: Rs. 3000
- Second Best Paper Presentation: Rs. 2000

### **Registration Fees:**

- **Single Authorship**- INR 2000 [Except Students and Research Scholars]
- **Co-Authorship**- INR 1500 each [Except Students and Research Scholars]
- **Research Scholars**- INR 1200 [For Single/Co-Authored Paper]
- **Students**- INR 600 [For Single/Co-Authored Paper]

### **Contact Us:**

In case of any queries, please contact the undersigned:

### **FACULTY CONVENORS & CO-CONVENORS:**

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