



**DECCAN EDUCATION SOCIETY'S
SHRI. NAVALMAL FIRODIA LAW COLLEGE, PUNE**

**SEMINAR DEPARTMENT
IN ASSOCIATION WITH
NATIONAL LABOUR LAW ASSOCIATION, FRIEDRICH EBERT
STIFTUNG-INDIA, NMIMS KIRIT P. MEHTA SCHOOL OF LAW
& INDUSTRIAL RELATIONS ASSOCIATION
ORGANISES**

**TWO-DAY NATIONAL CONFERENCE ON
“LABOUR LAWS FOR
TRANSFORMING WORLD OF
WORK AND PROMOTING
DECENT WORK”**

CONVENORS

DR. SUNITA ADHAV
PRINCIPAL, DES SNFLC

ADV. ASHOK PALANDE
VICE-CHAIRMAN, GB & COUNCIL,
CHAIRMAN CDC, DES SNFLC

FACULTY CO-ORDINATORS

ASST. PROF. PRADNYA YADAV

ASST. PROF. POOJA DEO

**VENUE : KUNDANMAL FIRODIA AUDITORIUM, FERGUSON
COLLEGE CAMPUS**

**17 & 18 OCTOBER, 2024
TIME : 10 AM ONWARDS**

THE DECCAN EDUCATION SOCIETY - OUR PRIDE

The DECCAN EDUCATION SOCIETY was formed under the guidance and leadership of various national leaders, and visionaries such as Lokmanya Shri. Bal Gangadhar Tilak, Shri. Gopal Ganesh Agarkar, Shri. Vishnushastri Chiplunkar, Shri. Mahadev Ballal Namjoshi & Shri. Vamanrao Apte. Envisioning the importance of education these “Makers of Modern India” started with the idea of the Deccan Education Society to revive the roots of Indian tradition in the British Educational System. These eminent leaders envisioned an institution that had strong roots in Indian tradition but upkeeps modernity. Formed in the year 1884 with a single institute to the journey till date with 50 institutions the DES not only maintained the legacy but culminated in creating a university. DES PU which is an epitome of excellence in education and a beacon of holistic development, stands as a testament to their unwavering commitment to nurturing young minds.

ABOUT DES'S SHRI NAVALMAL FIRODIA LAW COLLEGE

The DES's SNFLC, since its very inception in 2004, has bestowed the best legal pedagogies. This is the year marking two decades of excellence in the same direction. We consider education as the pathway to revolution and human growth in totality. Our college has established several cells and departments to shape the minds of youngsters into legal professionals and luminaries. The Seminar Department is an important wing of the institution, which regularly arranges national and international conferences, webinars, and guest lectures by renowned speakers. It also arranges intra-college teacher-student symposiums on various subjects that promote the knowledge base of our students. It provides a hub for interdisciplinary approaches from varied angles in the political, social-economic, and legal spheres. Events like THEMISIA entered its second transition in 2024. This was organized over two days, which included a comprehensive international seminar on Environmental Law & sustainable development. This also included a captivating legal quiz and a legal drafting competition for students from the law field.

ABOUT NMIMS KIRIT P. MEHTA SCHOOL OF LAW

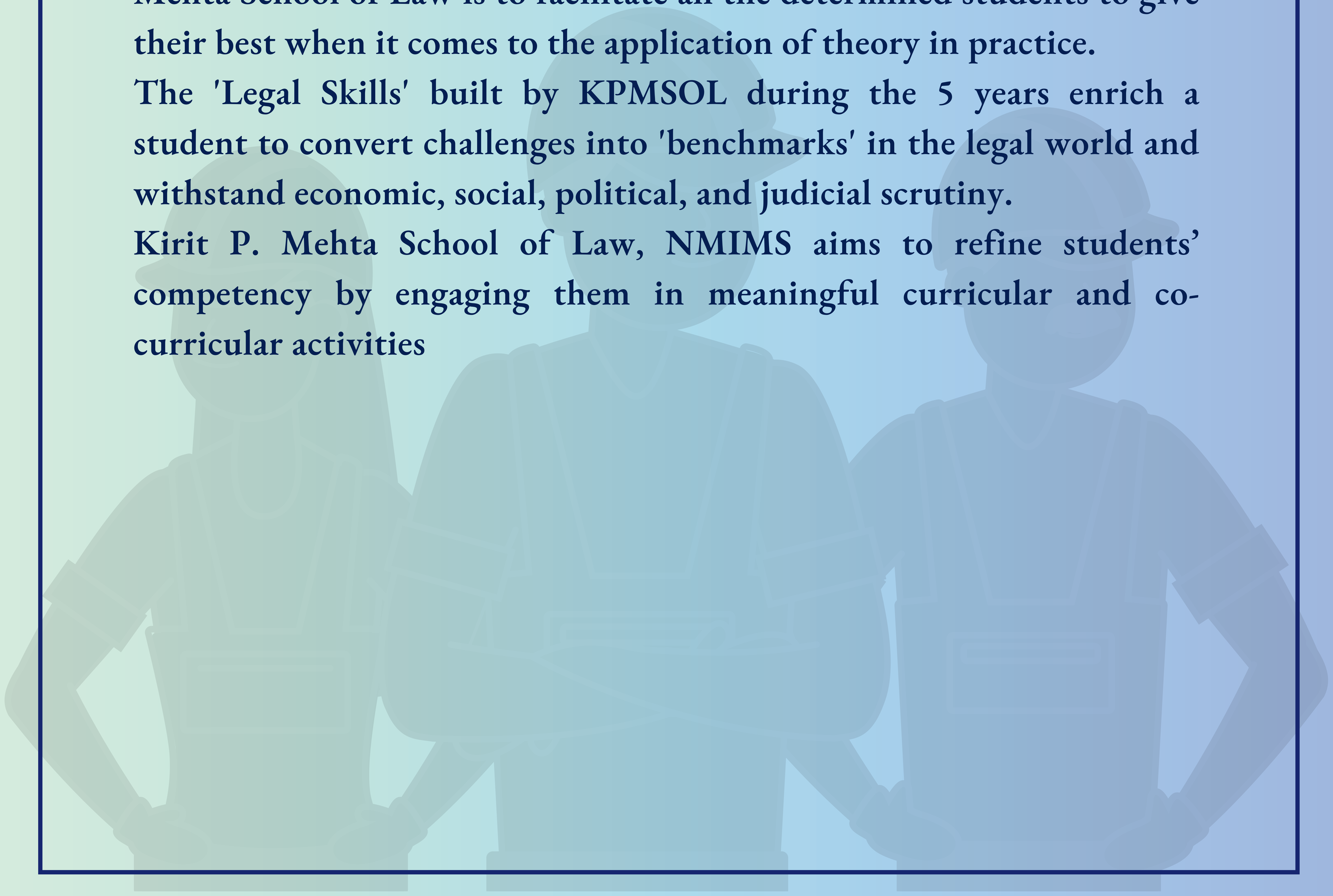
NMIMS is the all-encompassing educational platform for diverse fields of career such as Engineering, Science and Technology, Management, Commerce, Architecture, Law, etc.

The Kirit P. Mehta School of Law (KPMSOL) of SVKM's NMIMS (Deemed-to-be-University) was established in the year 2013, and approved by the Bar Council of India aims to provide quality legal education to meet the aforementioned challenges.

Kirit P. Mehta School of Law inculcates and nourishes all professional virtues in a well-calculated and planned manner, without undermining the 'societal values'. The academics and support mechanism in Kirit P. Mehta School of Law is to facilitate all the determined students to give their best when it comes to the application of theory in practice.

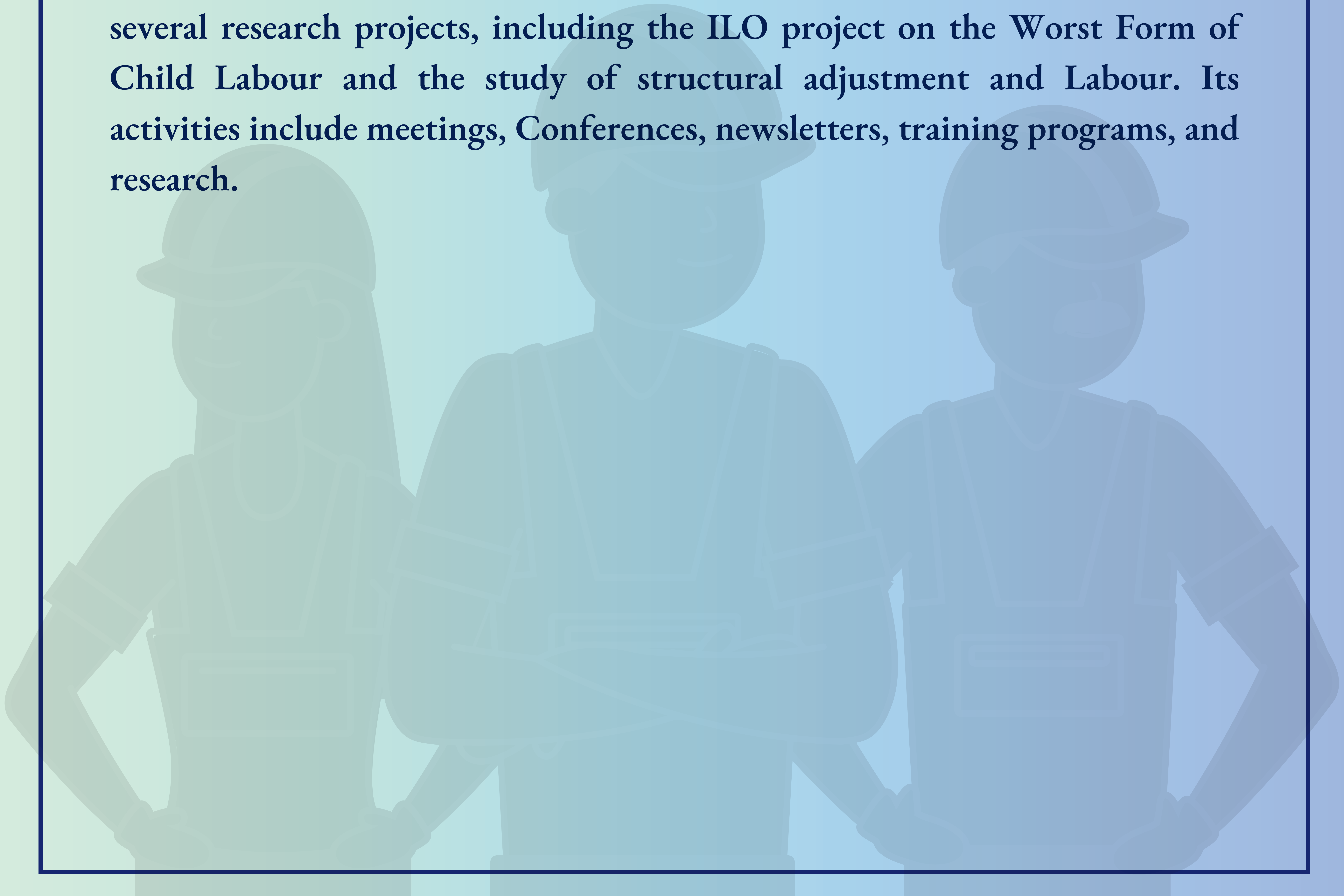
The 'Legal Skills' built by KPMSOL during the 5 years enrich a student to convert challenges into 'benchmarks' in the legal world and withstand economic, social, political, and judicial scrutiny.

Kirit P. Mehta School of Law, NMIMS aims to refine students' competency by engaging them in meaningful curricular and co-curricular activities



ABOUT NATIONAL LABOUR LAW ASSOCIATION

The National Labour Law Association of India (NLLA) is a non-profit organization in India that promotes the study and understanding of Labour law. Established in 1980, it is affiliated with the International Society of Labour and Social Security and it aims to provide a forum for a free and frank exchange of ideas and experiences among employers, employees, professionals, experts, and government institutions. The NLLA was established in 1984 to help all concerned apply laws in their right perspective. In 1983, the Association set up an Institute of Industrial Relations and Personnel Management. In 1989, the NLLA undertook a major research project called "Simplification, Rationalization, and Consolidation of Labour Laws, " which was completed in 1994, known as the Indian Labour Code 1994. The code has been extensively quoted by the Second National Commission on Labour. The NLLA has also undertaken several research projects, including the ILO project on the Worst Form of Child Labour and the study of structural adjustment and Labour. Its activities include meetings, Conferences, newsletters, training programs, and research.



ABOUT FRIEDRICH-EBERT-STIFTUNG

The Friedrich-Ebert-Stiftung (FES) is a non-profit German foundation committed to the values of democracy and social justice. FES is one of the oldest foundations, in Germany, upholding the principles and ideals of its eponym, Friedrich Ebert, the first democratically elected president of Germany, for over 100 years. The presence of FES extends across more than 100 countries worldwide, engaging in international cooperation and promoting progressive ideas. Since the 1980s, FES has been active in India. FES supports platforms for discourses, offering nuanced socio-economic analyses, facilitating meaningful debates on national, regional, and global levels.

CONCEPT NOTE

The years 2020-2021 have been a significant factor in the workplace, thereby increasing the gig and platform economies. The transition has led to the restructuring of the national economy and has been a part of the daily routine of everyone. In the last 10 years, the number of digital labour platforms has increased by five times as of the 2021 ILO report that has underlined their role in reshaping the work landscape. In India, the platform economy is a relatively new phenomenon, which gained momentum through aggregators like Ola, Zomato, and Swiggy. Traditional firms like Bata are increasingly moving online operations. Consequently, India's existing labour laws are not suitably equipped to protect the rights of the platform and gig workers. The goal of the upcoming conference is to gather labour lawyers, law students, academics, worker representatives, employers, and government officials to talk about the necessary legal reforms and their potential consequences on the workers' and the company's financial stability. This problem is particularly significant because India wants to achieve the goal of becoming the third strongest economy and at the same time is affected by the rapid development of unprotected workers, such as those in the platform economy.

AIMS AND OBJECTIVE

- To increase awareness on current labour laws and their impact on employees and employers.
- To investigate global labour rights and their implementation in India relative to international norms.
- To examine the effects of digitalization, AI, and the gig economy on employment relations.
- To advocate for policies that uphold workers' rights and address the needs of vulnerable populations.
- To critically assess the existing and proposed amendments to Indian labour laws and their stakeholder implications.
- To facilitate communication among scholars, professionals, and policymakers on emerging labour law issues.

THEMES FOR PAPER PRESENTATION

1. Changing forms of employment and workplace relations
2. Feminist Perspective on digitalisation
3. Gig and Platform Workers
4. Fixed-Term Employment
5. Part-Time Employment
6. Self-employed workers / home-based workers
7. Care workers
8. Occupational safety and health workers
9. Migrant workers
10. Impact of AI and climate change on labour and industry.

IMPORTANT INFORMATION AT GLANCE

NO. OF AUTHORS	AMOUNT
SINGLE	RS. 1000/-
CO-AUTHOR	RS. 1500/-

03.10.2024	Submission of Abstract by participants
05.10.2024	Notification of Acceptance of Abstract
10.10.2024	Submission of PPT
10.10.2024	Submission of Final Paper
10.10.2024	Payment Receipt
17.10.2024	Day 1 of the Conference
18.10.2024	Day 2 of the Conference

INSTRUCTIONS FOR CANDIDATES

1. Mode of Organizing: The conference is going to be held in offline mode.
2. Date of the Conference : 17th & 18th of October, 2024.
3. Abstract: Participants must submit Abstracts of 350-500 words and mail it to seminardepartmentsnflc@gmail.com on or before 1st October, 2024. The acceptance will be communicated on 3rd October, 2024.
4. Method of Citation: Harvard Blue Book 20th Ed.
5. Applicant has to submit final paper on the given Email ID before 10th October, 2024.
6. Only one co-author is permitted.
7. The registration fee is non-refundable.
8. Registration Fee: Conference Registration fee for Single Author is Rs. 1000/- and Co-author: Rs. 1500/- no later than 10th October, 2024. It shall be payable at - Account Number 50100302351126 , IFSC:- HDFC0000103.
9. Participants after payment shall fill in the google form and attach a screenshot of the payment . Link of google form:-
<https://forms.gle/oA9keC2zaxarsKaX7>
10. Attendance: Participants must attend all the sessions of the Conference.

DIGNITARIES



Shri. Pramod Rawat



Adv. Ashok Palande



Dr. Sunita Adhav



Shri. Sudhirkumar Bukke



Prof. Dr. S. C. Srivastava



Prof (Dr) R. Venkata
Rao



Prof. (Dr)
N. S. Santhosh Kumar



Dr. Durgambini Patel



Shri Amit Vashist



Dr. Kingshuk Sarkar



Dr. Shrikant
Malegaonkar



Subhash Bajaj



Anup Srivastava



Adv. Varun Joshi

INAUGURAL SESSION

GUEST OF HONOUR



SHRI. SUDHIRKUMAR BUKKE
DISTRICT JUDGE, INDUSTRIAL & LABOUR
COURT , PUNE, MAHARASHTRA

- Sudhirkumar Bukke is currently the District Judge , Industrial & labour Court ,Pune
- He was the former Vice-President of the Maharastra State Judges Association.
- He was also the Joint Charity Commissioner of the Pune District Division.
- A campaign for Zero Pendency in Covid- 19 pandemic was implemented under his guidance.
- He is first judicial officer to be elected to a state-level post while working in the charity department.



PROF.R. VENKATA RAO
VICE CHANCELLOR INTERNATIONAL UNIVERSITY
OF LEGAL EDUCATION AND RESEARCH, GOA

- Dr. Prof. R. Venkata Rao has been appointed Vice-Chancellor (I/C) of the India International University Of Legal Education And Research At Goa.
- He has previously served as the Vice Chancellor of the National Law School of India University, Bangalore.
- He has authored many books and published more than a hundred papers.
- He has successfully guided 3 LL.Ds and 21 Ph.Ds research scholars . He has visited more than thirty countries for his academic and research activities.
- Till date, he has 43 years of teaching and research experience.



PROF. (DR) N. S. SANTHOSH KUMAR
VICE-CHANCELLOR OF TAMIL NADU DR.
AMBEDKAR LAW UNIVERSITY

- He is the Vice Chancellor of The Tamil Nadu, Dr. Ambedkar Law University.
- He has written many articles in prestigious journals like All India Reporter, Madras Law Journal, Labour Law Journal, and participated in many National and International conferences.
- He was invited as a chairperson and resource Person besides presenting many papers in many seminar & conferences
- He has authored books, published numerous articles, and participated in national and international conferences.
- Besides serving as a Principal of the Prestigious Madras Law College, the second oldest Law College in India, and Govt Law College Coimbatore.
- He was also awarded Honorary Colonel status for his contributions to NCC.

PRESIDED BY



PROF. DR.S.C.SRIVASTAVA
SECRETARY GENERAL, NATIONAL LABOUR
LAW ASSOCIATION

- He is the Secretary General, National Labour Law Association
- He is India's first LL.D. in Labour Law, he had a distinguished academic and professional career.
- He began as a lecturer at Banaras Hindu University and held key positions at Jammu University, Kurukshetra University, and internationally at the University of Calabar (Nigeria).
- He has served with several prestigious institutions including the Law Commission of India and Indian Law Institute.
- He has also worked as a consultant for the ILO and the Indian government on child labor laws, and provided training for labor court officials.
- He is a prolific author and has published more than 46 books, including landmark works on industrial relations, labor law, and social security etc

RESOURCE PERSONS

TECHNICAL SESSION I

CHAIRPERSON:-PROF. R.VENKATA RAO



Dr.Durgambini Patel

- Currently, working as Dean of the Kirit P. Mehta School of Law (KPMSOL).
- She has a strong academic background in law and has contributed significantly to legal education and research.
- Her areas of expertise include Constitutional law, Intellectual property rights, and Human rights.
- She is also known for her contribution in various conferences and seminars, in the legal community through publications and collaborative projects.
- She has worked as an advocate before transitioning into teaching, making her an inspiration to many.



**Dr. Shrikant
Malegaonkar**

- Dr. Shrikant Malegaonkar is an expert in Labour Laws and Industrial Relations & has been a practicing Advocate at Pune Labour / Industrial Courts and also at the Bombay High Court for the past 22 years.
- He is a visiting faculty in Labour & Industrial Laws at the ILS Law College Pune, has authored books and produced TV serials on Labour Laws.
- He is associated with numerous renowned public, private, and government undertakings as their advocate and labour management consultant.
- He runs his consultancy by the name, "Malegaonkar & Associates", which engages in litigations, consultations & training in all dimensions of Labour Laws.
- His Consultancy, imparts training, in hybrid mode, in Labour Laws & has conducted more than 1500 training workshops for companies like Mercedes, Volkswagen, Telco, Fiat, Parle G, Hyundai, Finolex, Haier, etc. He regularly conducts Webinars on Employment Laws.

TECHNICAL SESSION II

CHAIRPERSON:-ANUP SRIVASTAVA



Dr. Kingshuk Sarkar

- Dr. Kingshuk Sarkar is an Associate Professor in the area of General Management and Public Policy Area at the Goa Institute of Management.
- He has worked for Govt. of West Bengal as a Labour Administrator for over two decades. Also, he has worked as a Fellow faculty at the V V Giri National Labour Institute, Noida for three years on deputation.
- He worked as an Assistant Professor at the National Institute of Rural Development, Hyderabad on deputation. Govt. of India,
- He is a scholar specializing in labour law and has made significant contributions to the field through research, teaching, and publications.
- His work often focuses on topics such as labour rights, employment law, industrial relations, and the impact of legal frameworks on labour markets.
- He is involved in academic programs, conferences, and discussions related to labour law, aiming to address contemporary issues in the workplace and advocate for effective legal reforms.

DISCUSSANT



Subhash Bajaj

- Retired from notable academic institute, V. V. Giri National Labour Institute (VVGNI), which is dedicated to research and training in labour and employment issues in India.
- His work often focuses on labour economics, Industrial relations, and social security.
- At VVGNI, he was involved in various research projects, training programs, and policy advocacy related to labour welfare and employment.
- His contributions include engaging with contemporary labour issues, promoting social justice, and enhancing the understanding of labour rights in India.
- He is also involved in writing and research related to labour law.

TECHNICAL SESSION III

CHAIRPERSON:- PROF. DR.S.C.SRIVASTAVA



Prof. (Dr)
N. S. Santhosh Kumar

- He is the Vice Chancellor of The Tamil Nadu, Dr. Ambedkar Law University.
- He has written many articles in prestigious journals like All India Reporter, Madras Law Journal, Labour Law Journal, and participated in many National and International conferences.
- He was invited as a chairperson and resource Person besides presenting many papers in many seminar & conferences.
- He has authored books, published numerous articles, and participated in national and international conferences.
- Besides serving as a Principal of the Prestigious Madras Law College, the second oldest Law College in India, and Govt Law College Coimbatore.
- He was also awarded Honorary Colonel status for his contributions to NCC.



Shri. Amit Vashist

- Presently working as Regional PF Commissioner, Pune.
- He earlier headed the Legal Division of EPF in New Delhi.
- He worked as Assistant Commissioner in Indore, Gwalior, Kolkata, and Mumbai and later as Regional PF Commissioner at Kadapa.
- He possesses vast teaching experience at reputed Teaching Institutes.
- He also worked as a member of the Drafting Committee for the Code on Social Security, 2020.

TECHNICAL SESSION IV

CHAIRPERSON:- COL.PROF. (DR) N. S. SANTHOSH KUMAR



Adv. Varun Joshi

- Adv Varun Joshi is a Counsel for Civil and Criminal Litigation.
- He specializes in Labour Industrial and Service matters in the Supreme Court, Bombay High Court, District Courts, and Industrial and Labour courts. He has been practicing since 2012.
- He is well-versed in handling matters related to Employment laws, including minimum wages, gratuity, provident fund, Industrial Disputes Act, Factories Act, Strikes, Lockouts, Closure, Retrenchment, Dismissal, and Termination in addition to Civil, Criminal Litigation, Environmental Laws, Family Law, Consumer Disputes, and more.
- He is also an active participant in Lok Adalats and has drafted policies for several companies on topics such as sexual harassment at the workplace, whistleblowing, and code of ethics.





CONVENORS

DR. SUNITA ADHAV

PRINCIPAL, DES SNFLC

ADV. ASHOK PALANDE

VICE-CHAIRMAN, GB & COUNCIL,
CHAIRMAN CDC, DES SNFLC

FACULTY CO-ORDINATORS

ASST. PROF. PRADNYA YADAV

+91 9920175511

ASST. PROF. POOJA DEO

+91 9604396810