











International Symposium on Labour & Employment Laws

Labour Laws in the Digital Era

15th- 16th NOVEMBER, 2025 | NLU Jodhpur, Rajasthan

CALL FOR PAPERS

Organised by:

Centre For Research in Labour and Employment Laws, National Law University Jodhpur National Labour Law Association, New Delhi

IN COLLABORATION WITH:

Friedrich-Ebert-Stiftung (FES) India, Indian
Industrial Relations Association, New Delhi (IIRA)
&Centre for Transparency and Governance (CTAG)
NLU Delhi.

CONCEPT NOTE

Recent amendments in labour and employment laws at both Central and State levels aim to improve ease of doing business. The enactment of four Labour Codes by the Central Government, consolidating 29 existing legislations, is yet to be fully implemented due to the subject falling under the Concurrent List of the Constitution. Consequently, several States have enacted their own laws and issued government orders.

This conference aims to explore:

- The impact of new labour laws on workplace rights and conditions of work.
- Ways to safeguard existing rights amid legislative changes.
- Emerging challenges in the informal economy, gig work, and platform-based employment.
- The role of digital technology in spreading awareness and improving enforcement of labour laws.

Conference Objectives:

- 1. Examine the interplay of Central and State labour laws with Constitutional provisions.
- 2. Discuss the evolving informal economy and gig work regulations.
- 3. Analyze the use of ICT/digital tools in law enforcement and compliance.
- 4. Generate new insights through papers, panel discussions, and expert deliberations.

PROPOSED THEME AND SUB-THEMES

Theme:

Labour Laws: Reform, Enforcement, & Compliance in Digitalised India

Sub-Themes:

- Constitutional, Legislative, and Customary Rights
- Central and State Labour Law Reforms and Their Impact on Workplace Rights
- Informal Economy, Gig Workers, and Their Rights
- Industry 4.0, Automation, Reskilling, and Jobs
- Migrant Workers Mobility, Portability of Benefits, and Protection
 Framework
- Universality of Social Protection: Freebies vs. Legal Rights
- CSR, Welfare, and Collective Bargaining Role of Trade Unions
- Industrial Disputes and Alternative Dispute Resolution (ADR)
- Regulatory Bodies and Law Enforcement
- Law Avoidance Inflated Designations and Wage Stealing
- Labour Law Compliance in SMEs and Startups
- Globalisation, Supply Chain, and Emerging Geopolitical Situation
- International Labour Standards & Standard Setting (e.g., Gig Workers)
- Gender Equity, Inclusion, and Workplace Harassment

CALL FOR PAPERS, SUBMISSION CATEGORIES & REVIEW PROCESS

Submission categories:

- 1. **Long Articles**: 5,000–8,000 words
- 2. **Essays:** 3,000–5,000 words
- 3. Case Notes / Legislative Comments: 1,500–2,500 words

Abstract & Full paper submission process (proposed):

- **Abstract**: minimum 250 words with 3-5 keywords; submission via email.
- Cover letter: Author bio & Institutional affiliation in separate document.
- Formatting & style: A4, Times New Roman 12, 1.5 line spacing, footnotes in font 10; Bluebook 21st Edition.
- Review: Blind peer review for abstracts; selected abstracts invited to submit full paper; peer review for final selection for publication.
- Publication: Selected papers to be considered for publication in an Edited Book (ISBN).

Submission Guidelines:

- Shortened submission guidelines (condensed, same information)
- Abstract / Proposal (300–500 words): Submit a 300–500 word abstract/proposal by email that concisely summarises the paper's arguments and includes 3–5 keywords. Name the file "Abstract (Name of the Article)" and attach the Word file to the submission email.
- Cover Letter: Also email a separate Word document titled "Cover Letter" with the author(s) autobiographical details: name, academic and professional qualifications, institutional affiliation, current designation/position, and full correspondence address.

SUBMISSION GUIDELINES

- Manuscript page setup: Prepare manuscripts on A4 paper in MS Word, written in British English, using Times New Roman, 12 pt, 1.5 line spacing, justified alignment, and 1-inch margins on all sides.
- Footnotes & pagination: Use footnotes in Times New Roman, 10 pt, single-line spacing. Number all pages consecutively, including tables and figures. Only .doc (Word) submissions will be accepted.
- References & citation style: All references must follow the **Harvard** Bluebook, 21st Edition.
- Deadlines: Authors must strictly meet the prescribed deadlines; no extensions will be granted.
- Full paper length & format: The full paper must be a single-column document with justified margins on both sides, and total length 5,000–8,000 words (inclusive of footnotes).
- The Editorial Board may edit, modify, shorten, or supplement submissions for the original publication or future editions/anthologies, provided the substance and meaning are not materially changed.
- Authors are solely responsible for ensuring reference/citation accuracy and that the work contains no copyright-infringing, defamatory, obscene, unlawful, or otherwise objectionable content.
- Copyright is jointly held by the author(s) and the Publisher. By submitting, authors grant the Publisher a licence to publish and affirm ownership of copyrights. To republish elsewhere, authors must obtain prior permission from the Editorial Board and acknowledge first publication in the symposium proceedings.

TIMELINE FOR THE SUBMISSIONS

- Abstract Submission Deadline: 1st October, 2025
- Notification of Abstract Selection: 5th October,
 2025
- Full Paper Submission Deadline: 1 November, 2025
- Notification of Paper Selection: 5th November,
 2025
- Registration and Payment Deadline: 7th
 November, 2025
- Symposium Dates: 15-16 November, 2025

REGISTRATION PROCESS

STEP 1: ABSTRACT SUBMISSION

The acceptance of the paper will be based on abstracts. All submitted abstracts will undergo a blind review. An abstract/proposal minimum 250 words, clearly summarizing the arguments, should be before the deadline. The submission would be accepted via email

STEP 2: NOTIFICATION OF ACCEPTANCE.

The Centre will reach its decision within 4 days after abstract submission and notify the authors.

STEP 3: FINAL PAPER SUBMISSION

The academic papers for which abstracts have been accepted and registered for the symposium will be considered for final paper presentation, following a peer review process. The full paper must be submitted before the deadline, in compliance with the paper submission guidelines.

STEP 4: RESULTS

The decision regarding the final selection for paper presentation will be communicated within few days after the deadline of submission.

STEP 5: REGISTRATION

After the final selection of the paper, the authors/ co-authors will be required to fulfill the registration process by filling the registration form and paying the registration fees. The registration form will be sent to the authors of the selected manuscripts via email. The registration fee covers symposium participation, publication of contribution, symposium attendance certificate, lunch during symposium, badge, symposium bag/accessories.

REGISTRATION PROCESS

STEP 6: PAYMENT OF REGISTRATION FEES

Upon submission of the registration form, the participants can pay their registration fee by PayPal, Google pay or Debit/Credit Card. The registration fees is to be submitted only by authors whose final papers have been selected for presentation in symposium

Proposed registration fee:

- IndianAcademicians/Professionals/Ph.D. scholars: INR 1,500/-
- Indian Students (UG/PG): INR 1,000/-
- Foreign Authors: USD 75

The registration fees shall include certificate, lunch, symposium kit, publication consideration

CONTACT INFORMATION

Please feel free to drop your queries at crlel@nlujodhpur.ac.in

Additional queries may also be directed towards the following individuals:

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