



International Symposium on Labour & Employment Laws

Labour Laws in the Digital Era

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

Organised by:

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

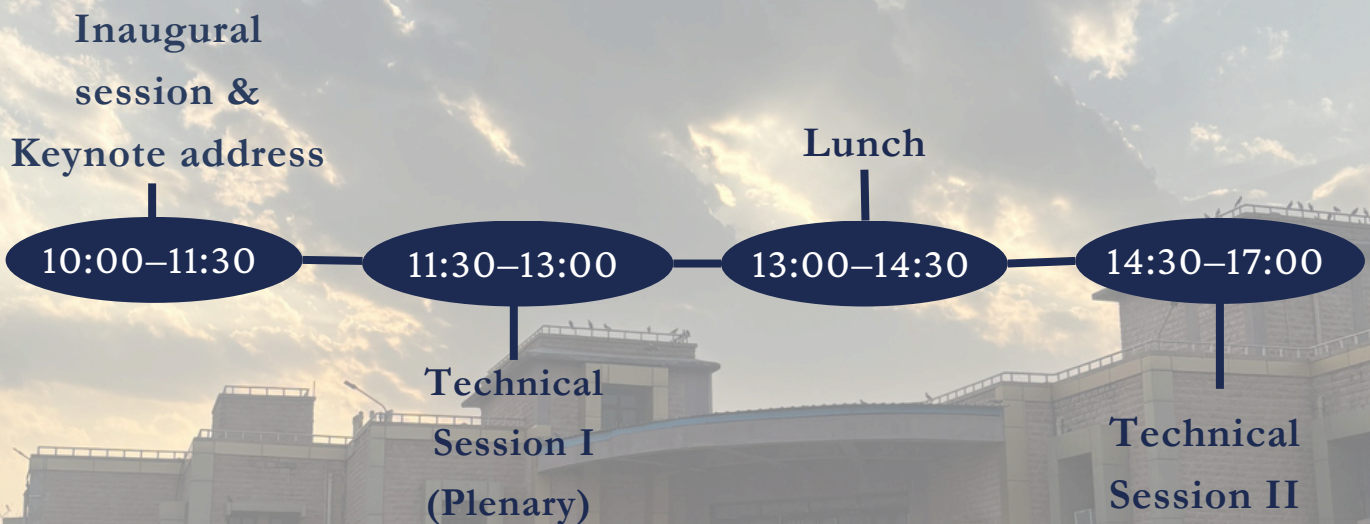
IN COLLABORATION WITH:

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

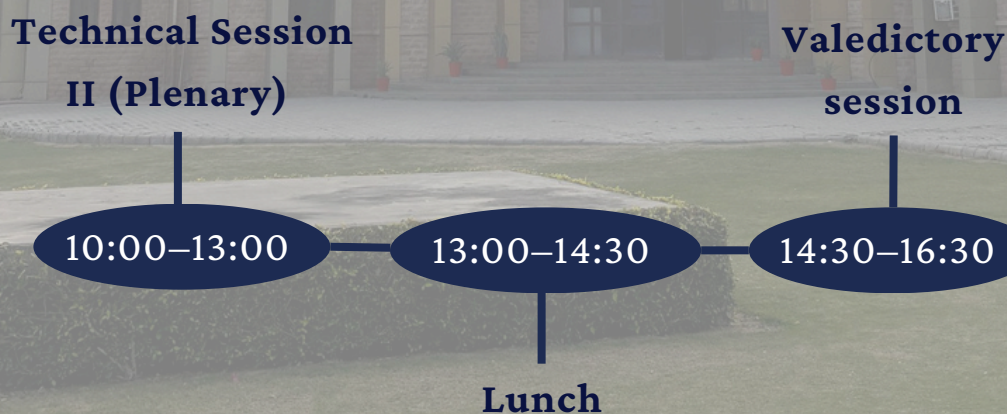
FORMAT, DURATION & TENTATIVE SCHEDULE

This will be a **Two-day, in-person** symposium with keynote addresses, plenary sessions, parallel technical sessions, panel discussions, valedictory session.

Day 1 (15 November 2025)



Day 2 (16 November 2025)



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

ABOUT ORGANISERS

NLUJ

National Law University, Jodhpur [NLUJ] is one of India's leading law schools situated in the vibrant and colourful city of Jodhpur, Rajasthan. Since its establishment in 1999, the university has consistently been ranked as one of the top law schools in India and has endeavoured to nurture exceptional lawyers and legal scholars.

CRLEL, NLUJ

The Centre for Research in Labour and Employment Laws (CRLEL) at NLU Jodhpur is a newly established, dedicated research platform to address pressing challenges in labour law and employment relations in India and beyond. The Centre aims to: (a) Conduct cutting-edge research on labour jurisprudence, social security, and industrial relations; (b) Build an interdisciplinary platform connecting law, economics, sociology, and public policy.

NLLA

Established in 1980, the National Labour Law Association, New Delhi (NLLA) provides a forum for employers, workers, professionals, and government officials to exchange ideas on applying labour laws correctly. The NLLA is affiliated with the International Society of Labour and Social Security Law, Geneva (ISLSSL), acting as its National Chapter for India.

ABOUT COLLABORATIVE PARTNER

FES - INDIA

The Friedrich-Ebert-Stiftung (FES), a German non-profit foundation committed to the values of democracy and social justice, established its New Delhi office in 1981. Through workshops, seminars, and academic papers, it provides nuanced socio-economic analyses and fosters open debate and the exchange of new ideas at the state, national, regional, and global levels. Currently, its core focus is shaping India's economic development to be socially balanced, sustainable, and resilient by collaborating with leaders, academics, members of civil society, and

CTAG, NLU DELHI

The Centre for Transparency & Accountability in Governance (CTAG), of the National Law University, Delhi has been established to uphold the commitment to the rule of law and good governance. The Centre emphasises sensitising people on transparency and accountability in governance; empowering professionals/functionaries such as students, lawyers, and public officials to contribute effectively to ensure transparency and accountability in governance.

IIRA

The Indian Industrial Relations Association, New Delhi (IIRA), established in 1994, with the objective to diffuse knowledge in the field of industrial relations through promotion of research and awareness generation on the developments in the field of industrial / employment relations, laws, policies and application of international instruments.

ORGANISING COMMITTEE

Patron – Prof. (Dr.) Harpreet Kaur (VC NLUJ)

Prof. (Dr.) Harpreet Kaur is the Vice-Chancellor of National Law University, Jodhpur and the Director of its Centre for Corporate Law and Governance, and a distinguished two-time Fulbright Scholar. She was previously a Professor and Registrar at NLU Delhi. Her expertise is in corporate and competition law, and she directs the Centre for Corporate Law and Governance.

Convenor – Dr. Mahendra Soni

Dr. Mahendra Soni is an Associate Professor of Law at NLU, Jodhpur, specialising in Labour and Employment Law. With a Ph.D. in Business Laws and prior experience as a Law Officer, he is also the Founder-Director of the university's Centre for Research in Labour and Employment Laws (CRLEL).

Dr. Pravin Sinha

Dr. Pravin Sinha, with over four decades of professional experience in the fields of administration, research and training, is an independent Consultant with specialisation in MBO and its Outreach. Currently, Dr. Sinha is the Secretary General of the National Labour Law Association (NLLA), the Indian Industrial Relations Association (IIRA), and the Social Security Association of India (SSAI).

Mr. Anup Srivastava

Mr. Anup Srivastava is the Senior Project Advisor (Labour and Industrial Relations) at the India Office of the Friedrich Ebert Stiftung (FES), where he fosters dialogue on just green transitions and democratic values. He has a strong background in project management, negotiation, organising and leadership development of workers' organisations.

ADVISORY BOARD

Prof. (Dr.) SC Srivastava

Professor (Dr.) S.C. Srivastava is a pioneering legal scholar, distinguished as the first in India to earn an LL.D. in Labour Law and honoured as a National Professor by the UGC. Currently, he is the President of the National Labour Law Association, New Delhi (NLLA). He has practised as an Advocate in the Supreme Court of India and served on the Prime Minister-appointed Sectoral Innovation Council to review labour laws.

Mr. Christoph P. Mohr

Mr. Christoph P. Mohr is an experienced international relations expert and policy analyst interested in geopolitics, geoeconomics, tech and strategic communication. Currently serving as Country Director for Friedrich-Ebert-Stiftung (FES) in India, Christoph focuses on fostering dialogue, cooperation, and policy innovation across socio-economic and political spheres.

Prof. (Dr.) J. S. Mann

Prof Jeet Singh Mann is a professor of Law at NLU Delhi and is the Director of the Centre for Transparency, Accountability in Governance (CTAG). He is a recipient of the prestigious UGC Research Award in Law.

CONTACT INFORMATION

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