



National Seminar

On

Contractualisation in Employment -Law and Policy: *Challenges and Solutions*

[17-18 September 2022; NLU, Dwarka, Delhi]

Organised By

National Labour Law Association, New Delhi

&

CTAG, National Law University – Dwarka, Delhi

In collaboration with

Friedrich Ebert Foundation - India Office, New Delhi

About the Organisers:

National Labour Law Association:

The **National Labour Law Association** (NLLA) New Delhi was established in 1980. Its objective is to act as a forum for a free and frank exchange of ideas and experiences among the employers, workmen, professionals, and experts, as well as government officials so as to secure the application of laws in the right perspectives so as to achieve the constitutional promise of social justice. The Union Ministry of Labour had conferred the "Consultative Body Status". In 1983, the Association set up an Institute of Industrial Relations and Personnel Management. It has signed an MoU with the V.V. Giri National Labour Institute, Noida (U.P.), for collaboration on various activities. The NLLA's current areas of engagements include ongoing Labour Law Reform, the Unorganized Workers Social Security Act, Contract Labour Act, etc. The NLLA is affiliated with the International Society of Labour and Social Security Law, Geneva (ISLSSL).

National Law University (Centre for Transparency & Accountability in Governance-CTAG) Dwarka - Delhi:

The Centre for Transparency & Accountability in Governance (**CTAG**) of the National Law University, Delhi (*established in 2008 by Act No.1 of 2008 of the National Capital Territory of Delhi*) is one of the premier law universities in India. The CTAG has been established to uphold the commitment to the 'rule of law' and 'good governance. The Centre emphasises sensitizing 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. It also creates and promotes quality research around transparency and accountability in governance.

Friedrich Ebert Stiftung:

The **Friedrich-Ebert-Stiftung** (FES) is a non-profit German foundation committed to the values of democracy and social justice. The FES established its India office in 1981 in New Delhi. The FES India is committed to building platforms of mutual trust for open debate and the exchange of new ideas. Through workshops, seminars, exchange programs, as well as academic papers, it offers nuanced socio-economic analyses and fosters debates on national, regional and global levels. Presently, the core question is: how can India's economic development be charted so that it becomes a socially balanced, sustainable, and resilient economy? Together with political leaders, academics, members of the civil society and national and international experts, the FES endeavours to generate fresh ideas to shape India's future as well as jointly strive for a better post-COVID India. The FES and NLLA cooperation dates to the 1990s when they collaborated to bring out the Indian Labour Code 1994, which has immensely served the ongoing effort on the labour law reforms.

About The Seminar:

The Corporates, pursuant to globalization and inherent competition, have generally been adopting Labour rationalization policies in order to reduce costs to be competitive. To meet the aforesaid situation, several developed and developing countries have introduced plans like Voluntary Retirement Scheme (VRS), lay-offs/retrenchment, and closures both in the organized and the unorganized sectors. A significant shift has taken place in the employment from permanent to temporary, casual, and fixed-term contract employment. This has weakened the collective bargaining machinery. Instances are not lacking where permanent workers, including non-core activities, are removed and replaced by contractual workers through outsourcing to other firms or direct recruitment.

Further, some States in India have exempted several small establishments from the purview of labour inspection. On the other hand, some employers have even offered lower wages to the workforce as a condition for reopening closed industries. Workers have been accepting such exploitative offers in the background of non-existent social protection. Moreover, under the WTO regime, labour and economic policies seem to result in the closure or disappearance of many companies, especially those engaged in consumer goods. The major issue that emerges is how the industrial units which are sick or closed or under liquidation due to the worldwide economic crisis would be facilitated.

The COVID19 pandemic has caused major havoc worldwide, including in India. The worst effect had been workers who lost their jobs and other means of livelihood due to the measures taken to check the spread of coronavirus. Consequent, the shrinking of national economies, declining trade, increasing inflations, and no recipe from anywhere have created a humanitarian crisis in many parts of the world. Can the reform in laws and political posturing alone can bring the economies out of the present crisis, that is there to stay at least for some time. Do we need to think of a new form of Social Contract, etc.?

The Seminar will deliberate on the contemporary issues relating to the contractualisation of the workforce - policy and the law. In this context, an attempt would be made to draw lessons from the best practices followed in other jurisdictions.

Sub-themes of the Seminar:

- **Fixed Term Employment**
- **Contractual employment or Perennial work: Labour - Law and Policies**
- **Legal Protection to contractual workers: Social Security etc**
- **Inter-State Migrant workers and their rights**
- **Gig- workers-and Platform workers**
- **Regularization of contractual workers: Judicial trends**
- **Industrial development and contractualisation of workforce**
- **State policy on contractualisation of work**
- **ILO and other agencies on contractual employment**

- **Tripartism and social dialogue**
- **Law and policies on Contractual employment in other nations**
- **Labour Law Reforms and Contractualisation of workers**
- **Any other topic directly related to the main theme of the Seminar**

Seminar Venue:

**National Law University, Delhi,
Sector 14, Dwarka, Near Metro Station Sector 14 Dwarka, New Delhi 110078, INDIA**

Organising Committee

Chairperson:

Professor (Dr.) Srikrishna Deva Rao, Vice-Chancellor, National Law University Delhi

Co-Chairpersons:

- **Dr. Pravin Sinha**-President, National Labour Law Association, New Delhi;
- **Prof. (Ms.) Harpreet Kaur**- Registrar, National Law University, Delhi
- **Mr. Ulrich Storck**- Country Director, Friedrich Ebert Foundation, New Delhi
- **Mr. Anup Srivastava**- Program Adviser (L&IR), Friedrich-Ebert-Stiftung-India Office

Seminar Director:

Prof. (Dr.) S. C. Srivastava, Secretary General, National Labour Law Association, Delhi

Seminar Convener

Prof. Jeet Singh Mann, Director, CTAG, NLU Delhi

Co-Seminar Convener

Dr. Sophy KJ, Teacher NLU Delhi

Guidelines for Seminar Papers:

The Authors should apply research skills and appropriate research methodology. The research paper should be thematic and desired to be linked to the sub-themes. The length of the abstract should not be more than 500 words. It must be typed in Times New Roman, Font Size 12 on A4 size paper with 1" margin on all sides with 1.5 line spacing using MS Word application. Footnotes should follow the SILC standard of footnoting. Endnotes are not allowed. At the end of the paper, the author's brief profile should have an E-mail ID, contact number, and address.

Important Deadlines:

**Abstract Submission along with board headings
and subheadings of the research papers:**

04th Sept, 2022

Approved Abstracts notification:

06 Sept 2022

Submission of registration form & charges:

10 Sept 2022

The research paper should be submitted to the Convener of the Seminar at ctag@nludelhi.ac.in. Articles received after the stipulated deadline will not be entertained for inclusion in the Seminar . **Professionals/Teachers/Students, without submitting any research paper, may participate in the Seminar by paying the requisite charges.**

Participation and Registration Fee

1. Registration Teachers/ Professionals/ : Rs. 2000
2. Registration for Research Scholars, Students: Rs. 1000

Online Payment Details: (<https://rzp.io/l/LKMeylGR2s>)

Accommodation:

No Accommodation Will Be Provided by The Organizers

For all communication related to the Seminar, kindly visit our website: www.nludelhi.ac.

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Registration Form

Details of the Participant

Name.....

Designation.....

Organization.....

Mob Phone.....

Email ID.....

Mailing Address.....

Payment Details:

online payment Reference.....

Rs.....paid on (date).....

Online Payment Details: <https://rzp.io/l/LKMeylGR2s>

Date and Place

Signature

For Further Enquiry, please contact:

Seminar Organizing Committee:

Centre for Transparency and Accountability in Governance

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