



# TRILEGAL



## NLIU - TRILEGAL NATIONAL ARTICLE WRITING & PRESENTATION COMPETITION ON LABOUR & EMPLOYMENT LAWS

# CALL FOR PAPERS

# ABOUT NLIU



**The National Law Institute University, Bhopal (NLIU), was established by the Rashtriya Vidhi Sansthan Vishwavidyalaya Adhiniyam, by an Act No. 41 of 1997 enacted by the Madhya Pradesh State Legislature. NLIU is recognised by the University Grants Commission and the Bar Council of India. The university was established to fill the gap and provide the most modern and comprehensive legal education through multi-disciplinary teaching, equipping students with the skills and knowledge required to excel in the ever-evolving legal profession.**

**The University launched its first academic programme in 1998 and began teaching for the five-year B.A.LL.B. (Hons.) course commenced from September 1 of that year. Over the years, NLIU has been designing and delivering courses with a view to enhance the ability and capacity of the students.**

# ABOUT CLL



The Centre for Labour Laws (CLL) is a student-run initiative at the National Law Institute University, Bhopal, dedicated to promoting awareness, research and reform in the field of labour and employment laws. Established in 2019, CLL gained widespread recognition during the COVID-19 pandemic through its flagship initiative **Mazdoor Mitra**, which aimed to address the struggles of migrant workers during the nationwide lockdown. Since then, it has evolved into a strong voice advocating for the rights and dignity of the working class across India.

CLL actively works towards creating a more informed and equitable environment for labourers and workmen by fostering legal awareness and encouraging critical research. Over the past few years, the Centre has collaborated with policy experts, legal professionals, academicians and government stakeholders to initiate dialogue and action on issues affecting the nation's workforce.

# ABOUT TRILEGAL



Trilegal is one of India's pre-eminent law firms, widely recognised for its depth of expertise, advisory capabilities, and excellence across diverse practice areas. With a strong national presence and a formidable reputation in corporate and commercial law, the firm is consistently ranked among the top-tier legal practices by leading domestic and international publications.

The Labour and Employment Laws Team of Trilegal is regarded as one of the finest in the country, known for its nuanced understanding of regulatory frameworks, strategic counsel to multinational corporations, and involvement in matters of significant economic and policy relevance. The firm's commitment to thought leadership, professional integrity, and rigorous legal analysis makes it an invaluable partner for academic and research-oriented initiatives such as the NLIU-Trilegal Article Writing & Presentation Competition on Labour & Employment Laws (NTC-LEL).

# ABOUT COMPETITION

The NLIU-Trilegal National Article Writing & Presentation Competition on Labour & Employment Laws (NTC-LEL), 2026 stands as a flagship academic initiative of the Centre for Labour Laws, NLIU Bhopal. This competition is meticulously designed to advance meaningful scholarship in the dynamic field of labour and employment law. We extend an invitation to students, researchers, and young academicians to engage critically with the legal, economic, and technological shifts that are fundamentally reshaping the contemporary world of work. The initiative aims to foster analytical rigour, intellectual independence, and informed debate on issues that bear directly upon labour rights, industrial practices, and regulatory governance.

## Phase I: Manuscript Submission and Editorial Review

Phase I commences with an open call for submissions on selected, practice-oriented themes. All received manuscripts undergo a comprehensive four-stage double-blind review process conducted by the CLL Editorial Board. This includes two levels of technical scrutiny, focusing on compliance, structure and citation accuracy, followed by two substantive content evaluations that assess originality, depth of research, clarity of reasoning, and contribution to discourse.

# ABOUT COMPETITION

Only manuscripts that meet the highest academic standards progress through each internal assessment stage. The shortlisted papers are subsequently evaluated by the Labour and Employment Team of Trilegal, whose professional insights further refine the selection. Based on this combined, rigorous review, the top 15 manuscripts are identified for advancement to Phase II of the competition.

## Phase II: Presentation and Defence Round

Authors of the selected papers will be invited to participate in Phase II, which involves presenting and defending their original research before an esteemed panel. The Panel will comprise of senior members of Trilegal, leading academicians, and distinguished specialists in labour and employment law. This presentation round offers participants a crucial opportunity to articulate their core arguments, respond effectively to critique, and engage directly with experts in the field.

Through its demanding review framework and its emphasis on both written scholarship and oral advocacy, the competition seeks to bridge the gap between academic inquiry and professional legal practice. It ultimately aspires to nurture emerging scholars, encourage high-quality legal research, and strengthen the discourse on labour and employment law at a national level.

# IMPORTANT DATES

*Registration Opens*  
**December 16, 2025**

*Submission Deadline*  
**January 22, 2026**

*Announcement of Results*  
**February 22, 2026**

*Final Presentation Round*  
**March 08, 2026**

The Article Presentation will take place at J.S. Verma Memorial Convention Centre, NLIU Bhopal on 08<sup>th</sup> March 2026.

# THEMES

The competition will focus on contemporary developments shaping the future of labour and employment law within corporate and technological environments. Participants are encouraged to engage with cutting-edge questions arising from digital transformation, workplace restructuring and evolving regulatory frameworks. It broadly centres on the following thematic domains:

*Technology, AI Governance & Digital Workforce Transformation*

*Data Governance, Algorithmic Management & Workplace Surveillance*

*Platformisation of Work, Gig Economy Regulation & Worker Protections*

*Corporate Restructuring, M&A and Workforce Integration*

*New Labour Codes, Industrial Relations & Collective Bargaining*

*Future of Work : Reimagining Work & Employment Policies*

# SUB - THEMES

The sub-themes for the competition are as follows :

*Strategic labour due diligence in M&A transactions*

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*Commercial structuring and cost allocation in employee transfers during mergers/demergers*

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*Post-merger compensation harmonisation and HR cost modelling*

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*Restructuring-driven downsizing and associated commercial and reputational risks*

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*Key Employee Retention Packages (KERP) in acquisitions and insolvency processes*

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*Outsourcing and automation mandates with contractual risk allocation*

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*Contractual safeguards in digital HR and hiring platform procurement*

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*Automation-led cost efficiencies and workforce transition strategy*

# SUB - THEMES

The sub-themes for the competition are as follows :

*Compliance transitions under the Industrial Relations Code, 2020*

*Fixed-term employment contracts and social security under new labour codes*

*Gig worker classification and social protection frameworks*

*Collective bargaining rights and trade union recognition in platform economy*

*AI-driven performance evaluation and algorithmic bias mitigation*

*Remote work policies and cross-border employment compliance*

*ESG disclosures on workforce diversity and labour practices*

*Arbitration, dispute resolution and legal remedies in employment and gig work contracts*

# **SUBMISSION GUIDELINES**

**Submissions are expected to be an original work of the author and meet high academic standards. The following guidelines ought to be followed:**

- The title of the article should clearly and succinctly convey the central idea and accurately reflect the analysis undertaken.
- The competition maintains a strict zero-tolerance policy towards plagiarism and every paper will undergo plagiarism screening during the preliminary editorial review conducted by the CLL Editorial Board, and any submission found to be plagiarised, in whole or in part, will be rejected outrightly.
- Submissions with an overall similarity index above 15 percent (excluding bibliography, quotes with correct citation and authorised translations) will be flagged. No opportunity for revision will be provided in such cases.
- Submissions found to contain uncited material will be rejected.
- Co-authorship of up to two authors is permitted.
- Submissions must engage directly with the themes released for the Competition and articles that do not align with the designated themes will not be considered for evaluation.

# SUBMISSION GUIDELINES

Following are the formatting guidelines for submissions:

- Participants are required to strictly adhere to the prescribed formatting standards.
- The title must be in Times New Roman, font size 14, in bold capitals and centred.
- The abstract must be placed immediately after the title, limited to 250–300 words and should enable readers to understand the essence of the paper without referring to the full text.
- The abstract must be a concise summary of the theme, objectives, methodology, significance and key findings, written in clear, formal language without citations, footnotes, or references and must reflect originality.
- The abstract must be in Times New Roman, font size 12, single-spaced, justified alignment, with a first-line indent of 0.5 inches and automatic paragraph spacing.
- The main body of the text must be in Times New Roman, font size 12, with 1.5 line spacing, automatic paragraph spacing, and justified alignment.
- All citations must appear as footnotes in Times New Roman, font size 10, single-spaced, justified, and must strictly conform to OSCOLA (4th Edition).

# SUBMISSION CATEGORIES

- **Articles** must be between 4,000 to 10,000 words and should present a comprehensive and in-depth analysis of the problem(s) or idea(s) dealt with by the author, including references to a wide range of sources and well-reasoned original suggestions.
- **Essays and Short Articles** must be between 2,000 to 4,000 words and should present a coherent analytical evaluation of the subject matter, supported by relevant sources and informed observations.
- **Case Comments** must be between 2,500 to 5,000 words and should contain a critical appraisal of recent judicial findings, analysing their legal reasoning, precedential value, and impact on the development of law, along with the scholarly perspective of the author.
- **Book Reviews** must be between 1,500 to 3,000 words and should provide a concise yet critical account of a recently published book, addressing the key themes, arguments, and scholarly relevance.
- **Legislative Comments** must be between 2,000 to 4,000 words and should involve a critical examination of a recent or proposed piece of legislation, discussing its implications and potential impact on labour and employment laws.
- The prescribed word limit is exclusive of the abstract, headings and the footnotes. It may be relaxed by up to 10 percent, at the discretion of the Editorial Board.

# PARAMETERS OF EVALUATION

The following key parameters will be considered:

- **Originality and Novelty of Thought:** The extent to which the submission demonstrates fresh insights, critical perspectives, or innovative arguments.
- **Clarity and Coherence of Structure:** Logical organisation of ideas, seamless flow of arguments and a well-articulated narrative.
- **Depth of Research and Analysis:** Engagement with authoritative sources, jurisprudence, and statutory frameworks, and the analytical rigour demonstrated in the work.
- **Relevance to Themes:** Alignment with the themes and sub-themes of the Competition, and the contribution of the submission to contemporary discourse in labour and employment law.
- **Accuracy of Citations:** Consistent and correct application of OSCOLA, Fourth Edition across all references and citations.
- **Language and Presentation:** Precision in expression, grammatical accuracy, and strict adherence to prescribed formatting standards.

These parameters shall apply at every stage of evaluation, including the preliminary scrutiny by the CLL Editorial Board and the final review by Trilegal and other domain experts.

# REGISTRATION

Each submission must be accompanied by the following for it to be considered valid:

- **Originality Statement** confirming that the manuscript is the original work of the author(s).
- **Copyright Statement** acknowledging that copyright in the work shall vest with CLL.
- **Personal details and institutional affiliation** as required in the prescribed form.

All submissions shall be made through the Google Form [provided here](#)

**Link to Submission :**

<https://forms.gle/cYDqPWFSwhbZSCQA>

**Shortlisted entries will be individually notified and will be required to complete Phase II registration, the details of which will be communicated upon selection.**

## **REGISTRATION FEES:**

- INR 650 for single-author submission
- INR 1,100 for co-authored submission, with a maximum of two authors.

# ELIGIBILITY & AWARDS

## AWARDS

The Competition offers distinguished academic and professional rewards to recognise exceptional submissions. All Winners, Runners-Up, and Second Runners-Up will receive internship opportunities with Trilegal and exclusive subscriptions to a leading legal research database along with cash prizes.

## ELIGIBILITY AND REGISTRATION

Authors must be pursuing LL.B. (Hons.) / LL.B. / LL.M. from any recognised university for the academic year 2025–2026 to be eligible for participation.

# CONTACT US



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Any queries relating to the submission for the 1st NLIU-Trilegal National Article Writing & Presentation Competition on Labour & Employment Laws, 2026 must be addressed to [ntccll@gmail.com](mailto:ntccll@gmail.com) with subject line 'Query: NTC-LEL 2026 Submission'