



NLIU-JSA

CERTIFICATE COURSE ON LABOUR &
EMPLOYMENT LAWS , 2026

19 - 20 MARCH



NLIU BHOPAL

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. NLIU has been successful in instilling a sense of broad perspective along with scholastic and reflexive capabilities, bearing in mind larger national and humanitarian goals in its students. Over the years, NLIU has been designing and delivering courses with a view to enhance the ability and capacity of the students.



ABOUT



J. Sagar Associates (JSA) is a premier full-service law firm, distinguished by its pragmatic, solution-driven approach and a formidable pan-India presence. Consistently ranked Tier-1 by Chambers and The Legal 500, JSA is a trusted advisor to Fortune 500 companies and multinational corporations navigating India's intricate regulatory landscape. The firm is celebrated for its ability to marry technical legal precision with deep sector-specific commercial insights, ensuring clients remain resilient in a volatile global market.

The firm's Labour and Employment practice is renowned for managing the entire employee lifecycle with a focus on risk mitigation and strategic alignment. The team excels in high-stakes mandates, including sensitive executive exits, large-scale workforce restructuring, and complex internal investigations related to POSH and white-collar misconduct. As a critical partner in M&A, JSA ensures seamless post-merger integrations and provides proactive guidance on the transition to India's New Labour Codes, transforming legal compliance into a competitive organizational advantage.



ABOUT



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.



OUR INSTRUCTORS



Gerald (Jerry) Manoharan is an Equity Partner at JSA, based in the Bengaluru office, with over 23 years of experience as a corporate commercial lawyer. Known for his versatile legal acumen, Jerry is a key figure in the firm's Corporate and Real Estate practices, providing strategic counsel on a wide spectrum of matters including high-value investments, mergers and acquisitions, and complex entity structuring. He has been instrumental in leading diverse mandates for companies and promoters, ranging from domestic and foreign fundraises to sophisticated NCLT-supervised mergers and acquisitions.

In the realm of Labour and Employment, Jerry is a distinguished advisor who guides global and domestic clients through the intricacies of workforce management. His expertise spans the entire employment lifecycle, from designing innovative stock option and sweat equity plans to managing sensitive workforce restructurings, including retrenchments and voluntary retirement schemes. He is frequently sought after for his insights on India's evolving regulatory framework, particularly the transition to the New Labour Codes, and is a leading voice on workplace diversity and POSH compliance.

- **Lead Counsel for Landmark Transactions**
- **Recognised as "Key Lawyer" by Legal 500**
- **Chairman, Indo American Chamber of Commerce**
- **Head of Employment & Labor Practice (Bengaluru)**

OUR INSTRUCTORS



Lijin Varughese is a specialized legal practitioner and an Associate at JSA Advocates & Solicitors, where he is a key member of the firm's Employment, Labour & Benefits practice. With a career spanning several of India's top-tier law firms, Lijin has developed a robust expertise in navigating the complexities of Indian labor law, particularly during the pivotal transition to the New Labour Codes in late 2025. His practice is defined by a strategic approach to workplace regulations, where he assists both domestic and multinational clients in adapting to evolving statutory requirements while maintaining operational continuity.

In the realm of Transactional Advisory, Lijin provides essential employment-focused support for high-stakes mergers and acquisitions. His portfolio includes significant mandates such as advising Coforge on its USD 2.35 billion acquisition of Encora and assisting Zydus Hospitals in its acquisition of VINS Hospital. Beyond transactions, he is a trusted advisor on Compliance & Policy, guiding organizations through the nuances of social security laws (EPF/ESI), Prevention of Sexual Harassment (POSH) frameworks, and sensitive workplace restructurings.

- **Part of JSA's Employment, Labour & Benefits practice**
- **Assisted acquisition of Vadodara Institute of Neurological Sciences (VINS) Hospital by Zydus Hospitals**
- **Advised Coforge on its \$2.35 billion acquisition of Encora**

COURSE OUTLINE

DAY 1

Session I: Constitutional Foundations & Statutory Labour Codes This session integrates the constitutional basis of labour law—specifically Articles 14, 19, 21, and 23, read with the Concurrent List and Article 254—with the modern regulatory landscape. It examines the four Labour Codes (2019-2020): the Code on Wages (uniform wage definitions); the Industrial Relations Code (union negotiations and the 300-worker standing order threshold); the Code on Social Security (gig/platform worker coverage and maternity benefits); and the OSHW Code (safety standards and single registration). The session concludes with a briefing on anti-discrimination norms and cross-border workforce compliance.

Session II: Digital Transformation & Contractual Frameworks The second session analyzes the legalities of AI and automation in recruitment and termination, ensuring procedural safeguards under industrial relations law. It covers workplace surveillance, data compliance under Shops and Establishments Acts, and the structuring of restrictive covenants—including confidentiality, IP assignment, and non-compete clauses. These are evaluated against Section 27 of the Indian Contract Act and restraint-of-trade principles. The day concludes with two participant presentations applying these doctrines to real-world scenarios.

COURSE OUTLINE

DAY 2

Session III: Impact of New Labour Codes This session evaluates the systemic shift from a worker-centric to a compliance-centric approach under the new legislative framework. It examines how this transition affects operational efficiency, the harmonization of diverse definitions, and the evolving role of management in ensuring statutory adherence. The discussion highlights the strategic implications for businesses navigating the streamlined regulatory landscape of the 2019-2020 Codes.

Session IV: Ancillary Labour Frameworks The final session addresses specialized aspects of the labour ecosystem, focusing on the Shops and Establishments Acts and the Apprentices Act. It covers the regulatory requirements for commercial establishments, compliance mandates for hiring and training apprentices, and the integration of these statutes with the broader labour codes to ensure comprehensive institutional compliance.

ELIGIBILITY

The Certificate Course is open to eligible law students, specifically those currently in their third year or above of the B.A. LL.B. (Hons.) or equivalent integrated Law Programmes. A total of 80 participants will be selected for the program, with seats allocated as a structured break-up: 30 students will be chosen from NLIU, Bhopal, and 50 students will be selected from other law universities and institutions across India.

The screening process requires interested students to submit a Curriculum Vitae (CV) and a Statement of Purpose (SOP). This SOP must briefly outline the candidate's interest in Labour and Employment Laws and their motivation for wishing to join the course. The Centre for Labour Laws (CLL) will conduct a thorough review of all applications, with the final selection of participants based on their academic background, demonstrated interest in the subject, and the overall quality of their Statement of Purpose.

AWARDS

Top-performing participants will be rewarded with cash prizes, internship opportunities, and scholarship offers.

REGISTRATION

The registration for the NLIU - JSA Certificate Course on Labour and Employment Laws, 2026, is structured into two comprehensive phases designed to select the dedicated participants. The process begins with Phase 1, with a formal call for applications. During this initial stage, interested candidates are required to submit their Curriculum Vitae (CV) and a Statement of Purpose (SOP). Upon meticulous review of the same by the Centre for Labour Laws (CLL) & JSA, the organising team will be shortlisting the top 40 participants based on academic background, merit, and their demonstrated interest in the field.

Once the selection process is complete, the list of shortlisted candidates will be announced. These selected individuals must then complete their final registration to secure their place in the program. The registration fee is ₹5,200/-. This further leads up to the final competition and course sessions, which are held over a two-day intensive period.

EVENT TIMELINE

01.03.26

RELEASE OF CALL OF
APPLICATIONS - PHASE I

10.03.26

DEADLINE FOR APPLICATIONS

11.03.2026

RELEASE OF SHORTLISTED
CANDIDATES

16.03.26

REGISTRATION DEADLINE

19.03.26 –
20.03.2026

1ST NLIU JSA CERTIFICATE COURSE ON
LABOUR & EMPLOYMENT LAWS, 2026



CONTACT DETAILS



SAKSHI SHARMA
CONVENOR
CENTRE FOR LABOUR LAWS



VIVEK RAJURKAR
CO-CONVENOR
CENTRE FOR LABOUR LAWS



ALI ASGHAR
SECRETARY
CENTRE FOR LABOUR LAWS

Any queries relating to the certificate course must be addressed to cll@nliu.ac.in with a subject line "Query : NLIU JSA Course"

