



**TWO DAYS INTERNATIONAL SEMINAR
ON**

**“THE NEW LABOUR CODES IN INDIA: PARADIGM SHIFT IN
LABOUR AND INDUSTRIAL RELATIONS”**

DATE: 13TH & 14TH FEBRUARY, 2026

**ORGANIZED BY
LAW MANTRA TRUST**

MAHARASHTRA NATIONAL LAW UNIVERSITY, NAGPUR

VENUE: GOOGLE MEET

**PATRON
PROF. (DR.) VIJENDER KUMAR
VICE-CHANCELLOR, MAHARASHTRA NATIONAL LAW
UNIVERSITY, NAGPUR**

ABOUT THE ORGANISERS

About Law Mantra Trust: “Law Mantra” (headquarters New Delhi) (Registration No 150 in Book No.4 Vol No 3, 603 of 2018) is not for profit organization running for the purpose of enhancing legal academics and legal awareness in society and in the practice of the same. Law Mantra is a registered society under the Indian Trust Act, 1882 whose members are leaders and members from the legal fraternity, other professions with a nexus to conflict resolution, academics and experts from various fields who are committed to resolving conflicts and disputes using innovative mechanisms and methods such as Mediation, Conciliation, Negotiations and Arbitration. Law Mantra is a body of Jurists, Advocates, Academicians and Students running for the purpose of enhancing legal academics and legal awareness in society and in the practice of the same.

About Maharashtra National Law University, Nagpur: Maharashtra National Law University Nagpur (MNLU) (also known as National Law University, Nagpur or NLU Nagpur) is a National Law University and a public law institution established by the government through a public enactment as the Maharashtra National Law University Act (Maharashtra Act No. VI of 2014). The university is the 19th National Law University established in India and is located in the Orange City of Nagpur, Maharashtra.

CONCEPT NOTE

India recently introduced four new Labour Codes that simplify and combine multiple old labour laws. These changes are a big shift in the way labour and industrial relations are managed in the country. The new laws aim to protect workers’ rights, ensure social security, and make it easier for businesses to operate.

This seminar brings together academics, lawyers, policymakers, and students to discuss the impact of these new laws, their implementation challenges, and their future role in India’s labour market.

Objectives

The seminar seeks to:

- Explain the New Labour Codes and what they mean for workers and employers.
- Discuss challenges in implementing these laws effectively.
- Explore the impact on social security, wages, and industrial relations.
- Share international perspectives and best practices.
- Encourage research and discussion on modern labour law issues.

Themes and Sub-Themes

Theme 1: Legal Framework and Regulatory Changes

- Overview of the four New Labour Codes: Industrial Relations, Wages, Social Security, and Occupational Safety.
- Comparison with previous labour laws and consolidation impacts.
- Role of labour tribunals and enforcement authorities under the new regime.

Theme 2: Industrial Relations and Workers' Rights

- Impact on trade unions and collective bargaining.
- Protection of workers' rights in formal and informal sectors.
- Addressing gender equality and inclusion in workplaces.

Theme 3: Social Security and Welfare Measures

- Universalization of social security benefits.
- Implications for gig, platform, and contract workers.
- Employer obligations and compliance challenges.

Theme 4: Labour Law Reforms and Economic Development

- Promoting ease of doing business and investment through labour reforms.
- Balancing flexibility for employers with protection for employees.
- Role of technology and digitalization in labour governance.

Theme 5: International and Comparative Perspectives

- Global trends in labour law reforms and industrial relations.
- Lessons from other jurisdictions on labour law modernization.
- Harmonization with International Labour Organization (ILO) standards.

Law Mantra Trust invites academicians, researchers, legal professionals, policymakers, and students to participate and share their research papers on the seminar's theme and sub-themes. Selected papers will be published in an edited book with an ISBN, and the copyrights will remain with the authors and Law Mantra Trust.

Note: The suggested sub-themes are indicative. Authors are welcome to research and present on related topics aligned with their interests.

Procedure for Submission of Abstracts:

- a) The abstract (of about 250 words) should be sent as an attachment in a Word file. Abstracts will be peer-reviewed before they are accepted.
- b) The following information, in the given format, should be sent along with the Abstract:
- c) Name of the Participant, Official Designation/Institution Details, Address and Email ID, Title of Abstract.
- d) Submit your abstract to seminarnlus@gmail.com
- e) Guidelines for Paper Submission and Other Guidelines:
 - i. The title of the paper should be followed by Name, Designation, Name of the Organization / University / Institution and Email address. It is mandatory to mention the Email address, as all future correspondence will be through it;
 - ii. Name and details of Co-author, if any;
 - iii. Chapter: Chapter should be in Times New Roman 12 point font and double spaced. Main Title should be in full capitals, bold and centered 12 point font. Sub-titles should be in sentence case, bold and 12 point font. Author's names should be in small capitals and centered 12 point font Footnotes should be in Times New Roman 12-point font;

- iv.** Citation Format: Please use footnotes rather than endnotes. Footnotes should conform to The Indian Law Institute, New Delhi Style;
- v.** Submission of the abstract: A cover letter with the name(s) of the author(s) and address, designation, institution/affiliation, the title of the manuscript and contact information (email, phone, etc.) is compulsory to submit. All submissions must contain an abstract of not more than 300 words with 5 Minimum Keywords;
- vi.** Originality of Manuscripts: All the contributions should be the original work of the contributors and should not have been submitted for consideration in any other Publication. Any plagiarized work will be outrightly rejected;
- vii.** Copyright: The contributions presented to and accepted for publication and the copyrights therein shall be the Intellectual Property of Law Mantra;
- viii.** The title of the Chapter should be followed by Name, Designation, Name of the Organization / University / Institution and Email address. It is mandatory to mention the Email address, as all future correspondence will be through it;
- ix.** Name and details of Co-author, if any;
- x.** The paper should be typed in MS WORD format (preferably 2007 or 2010);
- xi.** The paper must be in single column layout with margins justified on both sides;
- xii.** The length of the paper should not be below 4,000 words (including footnotes) and Should not Exceed more than 10,000 (Including Footnotes).
- xiii.** Registration Fee for the Student category is Rs 800 (Per Individual) and for Faculty/Professional/Research Scholar/Other is Rs 1200 (Per Individual). Both Author and Co–Author have to register separately.
- xiv.** Only Selected Abstract will be allowed for final registration.
- xv.** All communication should be emailed to seminarnlus@gmail.com

Publication Opportunity

Selected will be published in a book bearing ISBN. (If the Paper will be Selected for Publication in a Book bearing ISBN, Contributors have to Contact the Publisher and will have to pay the charge if anyone wishes to procure a Hard Copy of the Book as per bill raised by the Publisher).

IMPORTANT DATES

- Submission of Abstract: **30th January, 2026**
- Confirmation of Abstract Selection: **1st February, 2026**
- Registration: **6th February, 2026**
- Submission of Draft Paper: **10th February, 2026**
- Seminar Date: **13th and 14th February, 2026**
- Submission of Revised Paper: **10th March, 2026**
- Publication of Selected Paper: Notified Later on

Who Should Attend?: Students, Research Scholars/Faculties/Academicians, Corporate Delegates, Business entities, and Lawyers.

Rules for the Presentation:

- No abstract or full paper shall be accepted after the last date of submission respectively;
- Participants/Paper Presenters have to register after the acceptance of abstract with payment of required fees;
- For participation, registration is mandatory on confirmation of the participation. Only registered participants will be allowed to take part in Conference;
- All the registered participants will be provided a participation certificate;
- Event will be hosted through Zoom/Cisco-Webex or any other Online Platform.;
- Technical Session will be organized through Google Meet/ Zoom/Cisco- Webex or any other Online Platform.

Advisory Cum- Organizing Committee

- i. Prof. (Dr.) Vijender Kumar, Vice-Chancellor, Maharashtra National Law University, Nagpur
- ii. Dr. Shailendra Kumar, Trustee Law Mantra Trust.

- iii.** Dr. Bhavna Batra, Vice-President(Academics), Law Mantra Trust.
- iv.** Dr. Aditya Mishra, Managing Trustee, Law Mantra Trust.
- v.** Mr. Aviral Dhirendra, Advocate, Supreme Court of India.

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