



**SOUNDARYA**  
COLLEGE OF LAW



# National Symposium

The Future of Work In India  
Labour Law, Gender Equity and Economic Governance

Call For Papers



**22<sup>nd</sup> & 23<sup>rd</sup> May 2026**

**Hybrid**

# GOVERNING COUNCIL

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## PRINCIPAL MESSAGE

Soundarya College of Law promotes academic engagement through initiatives addressing contemporary legal and policy issues. The symposium on the future of work reflects its focus on critical inquiry, interdisciplinary dialogue, and practical understanding. These efforts connect classroom learning with real-world developments and position the institution as a contributor to informed legal thought and responsible leadership in a changing socio-economic context.



## About The Institution

Soundarya College of Law (SCL), established in 2017 under the Soundarya Educational Trust (R), is an institution dedicated to the advancement of rigorous and contemporary legal education. The College is committed to cultivating analytical precision, ethical responsibility, and professional competence in its students, aligning legal training with the evolving demands of the Bar, Bench, academia, and policy-making institutions.

Affiliated to Karnataka State Law University, Hubballi, SCL offers the 3-Year LL.B., 5-Year B.A. LL.B., and 5-Year B.Com. LL.B. programmes. Its academic framework is designed to integrate doctrinal learning with critical inquiry, interdisciplinary engagement, and practical exposure, thereby ensuring that graduates are equipped to navigate complex legal systems in both domestic and global contexts.

The institution maintains a sustained focus on scholarly engagement through the organisation of national-level conferences and symposia addressing pressing legal issues. The present Two-Day All-India Symposium on Labour Laws continues this academic tradition, providing a forum for rigorous discourse, research exchange, and critical examination of contemporary developments in labour jurisprudence.

## About the Symposium

The Two-Day SCL All-India Symposium on Labour Law, Justice and the Economy is envisaged as a national academic and policy-oriented platform to critically examine the transformative restructuring of India's labour law regime through the Four Labour Codes—namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020.

These Codes represent a paradigmatic shift in labour regulation by consolidating multiple legislations with the stated objectives of simplifying compliance mechanisms, strengthening social security frameworks, improving industrial relations, enhancing ease of doing business, and responding to the changing nature of work in a liberalised and technology-driven economy.

The Symposium seeks to bring together academicians, researchers, policymakers, government officials, industry professionals, legal practitioners, and students to deliberate on the dynamic interrelationship between labour law, governance institutions, and economic policy. Through plenary sessions, technical paper presentations - this event aims to promote rigorous scholarly engagement, informed policy dialogue, and practical insights into contemporary labour regulation in India.

# Soundarya College of Law (SCL)

Is pleased to announce a Two-Day National Symposium on “The Future of Work in India: Labour Law, Gender Equity and Economic Governance” to be held on 8th and 9th May 2026. The Symposium is conceived as an academic and policy-oriented platform to deliberate upon the evolving landscape of labour regulation in India, particularly in light of the recently enacted Four Labour Codes—namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020.

The Symposium further situates labour law reforms within the broader discourse of **gender equity and economic governance**. The intersection of these three domains is both significant and timely:

- Labour laws directly influence workforce participation and inclusion, particularly of women and marginalised groups
- Gender equity in employment is essential for achieving substantive equality and social justice.
- Economic governance frameworks shape labour markets, regulatory mechanisms, and the future trajectory of work in a rapidly changing, technology-driven economy.

Thus, the Symposium aims to critically examine how labour law reforms interact with gender justice concerns and economic policy priorities, and how this intersection can contribute to building a more inclusive and resilient workforce.

The theme also aligns with the national vision of Viksit Bharat, which emphasises inclusive growth, employment generation, and equitable development. Further, it resonates with the Sustainable Development Goals (SDGs)—particularly those relating to decent work (SDG 8), gender equality (SDG 5), and reduced inequalities (SDG 10). By fostering dialogue on these interconnected themes, the Symposium seeks to contribute meaningfully to ongoing academic and policy debates.



# Key Themes & Sub-Themes

## Theme

# 01

### Labour Law and Industrial Relations

- Impact of the Four Labour Codes on workers rights and employer obligations
- Collective bargaining, trade unions, and the future of industrial democracy in India
- Labour law reforms and dispute resolution mechanisms under the Industrial Relations Code, 2020
- Occupational safety, health, and working conditions in formal and informal sectors
- Contract labour, gig and platform workers, and challenges of legal recognition

## Theme

# 02

### Gender Justice and Labour Regulation

- Gendered impacts of labour law reforms and workplace equality
- Women's participation in the labour force: legal, social, and economic barriers
- Maternity benefits, care work, and social security under the Code on Social Security, 2020
- Sexual harassment at the workplace: effectiveness of legal and institutional mechanisms
- Intersectionality in labour law: gender, caste, class, and informal employment

## Theme

# 03

### Labour Law, Justice, and the Economy

- Labour regulation and economic growth: balancing workers welfare and ease of doing business
- Labour law reforms in the context of liberalisation, privatisation, and globalisation
- Informal economy, social security coverage, and economic vulnerability of workers
- Technological change, automation, and the future of work in India
- Labour governance, compliance mechanisms, and the role of the State in a changing economy

Original research papers are invited from academicians, professionals, researchers, and students on the seminar sub-themes.

# Submission Guidelines

- **Word limit :** 3000 – 4000 words (excluding footnotes)
- **Abstract :** 250–300 words with minimum 5 keywords please provide a separate cover letter mentioning details of the author and associated institution.
- **Citation style :** Bluebook (21st Edition)
- **Font :** Times New Roman (12), Headings (14), Line spacing 1.5
- Co-authorship permitted up to two authors
- **Plagiarism limit :** Maximum 10%
- Use of AI-generated content is strictly prohibited.
- **For any queries, please reach out to us at this mail id:**  
scl.labourconference2026@soundaryainstitutions.in



**Link for Abstract Submission**



**Link for Full Paper Submission**

**Selected Papers Will Be Published As An Edited Book With ISBN.**

## Call for Papers Timeline

Submission of Abstract	8 <sup>th</sup> May 2026
Communication of Abstract Acceptance	10 <sup>th</sup> May 2026
Registration and Payment	12 <sup>th</sup> May 2026
Submission of Full-Length Paper	16 <sup>th</sup> May 2026
Registration for Seminar Participation Only	20 <sup>th</sup> May 2026

# Registration Fee

➤ **Participation without Paper Presentation**  
**FREE**

➤ **Paper Presentation (After Abstract Selection)**

Academicians / Professionals: ₹1,999

Research Scholars: ₹999

Students: ₹499

➤ **Best Paper Presentation - 5,000/-**

➤ **Best Research Paper - 5,000/-**

➤ **Bank Account Details -**

Bank Name - AXIS BANK

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Account Number - 917010052562868

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## Contact Details

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# SOUNDARYA COLLEGE OF LAW

**Take the Leap. Begin Your Legal Journey.**

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