



# **KLE LAW COLLEGE BENGALURU**

*A Constituent College of KLE Technological University, Hubballi*

## **Annual Constitutional Law Conference**

**on**

*Exploring Constitutional Philosophy and Evolving  
Dynamics of Industrial Relations and Labour Welfare*

*April 14<sup>th</sup> - 15<sup>th</sup> 2025*

## **About the Institution**

KLE Law College was established in 1975 under the aegis of KLE Society, Belagavi. KLE Society's wings have spread far and wide with 316 institutions, 1,50,000 students, and 20,000 employees serving the society, giving myriads of opportunities. KLE Law College is recognised by the Bar Council of India and accredited by NAAC. The college was affiliated to the Karnataka State Law University, Hubballi, until 2021. It is now a constituent college of the KLE Technological University, Hubballi. The College offers three-year LL.B. programme, five-year integrated programmes - B.A.LL.B., B.B.A.LL.B., B.Com.LL.B., two-year LL.M. and PhD programmes to meet the needs of aspiring students and prospective legal professionals, corporate lawyers and academicians. The KLE Law College, Bengaluru is serving for the last 50 years and in recognition of its contribution to the legal education, it is ranked as one of the top law colleges across the country continuously by the leading media houses such as THE WEEK, INDIA TODAY, CAREERS360 and GHRDC.

## **About the University**

KLE Technological University (KLE Tech) is a University of national distinction with its roots in B. V. Bhoomaraddi College of Engineering and Technology, established in 1947 by the KLE Society in Hubballi. The University has B. V. Bhoomaraddi Campus, Hubballi, M. S. Sheshgiri Campus, Belagavi and KLE Law College Campus, Bengaluru with 8000 undergraduate and 700 postgraduate students, and it aims to become a multidisciplinary research University by 2030.

KLE Tech has been ranked among the top 200 institutions in the NIRF -2022 rankings and among India's top 25 Private Universities under the ATAL -2020 ranking of institutions by AICTE and MHRD. The University focuses on Engineering, Management and Law, and has corporate linkages with over 200 companies, making it one of the most preferred for campus job placements.

## Concept Note

The introduction of neo-liberal economic policies through the New Economic Policy (NEP) in 1991 aimed at faster economic growth and social welfare in India. But, one of the consequence of grave concern was the weakening of social democratic principles of political economy, which led to individualisation of labour relations, dilution labour laws, contractualisation and casualisation of labour, frequent lay-offs and retrenchment, closure of enterprises or undertakings at will, freedom to hire and fire workers and privatisation of public sector undertakings, creation of Special Economic Zones (SEZs) and outsourcing of production resulted in undermining the role and efficacy of collective bargaining and labour welfare in India. The reasons for the introduction of NEP appear to be the fact that our enterprises have remained small in size and scale, and the existing labour laws hampered the abilities of an enterprise to respond to the changing business dynamics and labour relations, which actually prevented the expansion of industrial employment that could benefit a large number of workers. While labour laws were designed to safeguard workers in the organised sector, they inadvertently restricted industrial expansion, limiting opportunities for a broader workforce. Hence, labour laws in India have long been criticised for being among the most rigid in the world, resulting in persisting demand for labour law reforms.

The structural adjustment process associated with NEP and the economic crisis due to the COVID-19 pandemic exacerbated existing vulnerabilities in the labour market. Economic liberalisation, driven by global financial institutions such as the World Bank and the International Monetary Fund, prompted industrial employers and capitalists in India to advocate for comprehensive reform of labour and industrial regulations. They aimed to maximise the benefits of neo-liberal economic policies by fostering a more flexible labour market. Proponents of this agenda have conducted numerous studies, which provided policy recommendations and strongly advocated deregulation. These studies often emphasise the negative impact of rigid labour laws on industrial output, economic growth, and overall welfare.

Conversely, trade unions have consistently opposed these demands, arguing that economic development must be balanced with social justice and workers' rights in a country like India. They contend that various constitutional provisions enshrine labour protections, and any attempt to dilute them would undermine the fundamental principles of fairness and equity in employment.

However, the question remains: how can India balance economic development with constitutional values, social justice, and workers' welfare? As India aspires to become a global financial powerhouse by 2047, its approach to labour laws will play a pivotal role in defining its socio-economic fabric. In this direction, the Central Government enacted four significant Labour Codes by consolidating over thirty central and hundreds of state legislations. They are 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. Labour law reforms must emphasise easing business operations and uphold the constitutional vision of economic justice, fairness, and inclusive growth.

This conference aims to examine the evolution of reforms in labour law, the impact of those reforms on workers and businesses, and the future trajectory of industrial relations in India. It will provide a dynamic forum for critical discussions, fostering dialogue among academicians, legal professionals, policymakers, trade union representatives, and industry experts to chart a sustainable and equitable path forward. It aspires to contribute meaningfully to shaping India's future industrial relations framework by addressing key issues and proposing innovative policy solutions.

## **Themes and Sub-Themes**

### **Constitutional Philosophy and Labour Welfare**

1. Effectuation of the Constitutional Principles of Social Democracy and Labour Welfare
2. Federalism and Challenges in the Implementation of Labour Law Reforms
3. Balancing Economic Development and Labour Welfare: Challenges and Possibilities
4. Assessing DEI (Diversity, Equity, and Inclusion) in Employment

### **Impact of New Economic Policies and Industrial Relations**

1. Analysing the Changing Structure of Employment Relations in the Era of Neo-Liberal Economic Policies
2. Addressing Casualisation and Informalisation of Employment: Challenges to Labour Rights and Social Security
3. Reconciling Labour Market Regulations, Economic Development and Social Progress
4. Withering Away of the Collective Bargaining and Trade Unionism in a Liberalised Economy

### **Wages and Social Security in the Era of Privatisation**

1. Balancing Constitutional Ideals and Wage Structures in the Present Economy
2. Enforcing Accountability in Payment of Wages and Unauthorised Deductions
3. Changing Dynamics of Social Security in the Context of Neo-Liberal Economic Policies
4. Implementation of Social Security Measures for Organised and Unorganised Sectors

### **Constitutional Mandates and Working Conditions in the Era of Neo-Liberalisation**

1. Assessing Observance of Occupational Safety in Industrial Employment
2. Employer Accountability for Occupational Injuries in Informal Sector: Ethical and Legal Issues
3. Evaluating Changing Dimensions of Working Hours, Leisure, Remote Work and 'Work-Life Balance' and Employment Relations
4. Impact of Labour Regulations on Business Dynamics and Employment Growth

## **Abstract**

The participants shall submit their abstract on or before **15/03/2025** through <https://forms.gle/eqF8NMtr894E8jYu9> The abstract shall not exceed 300 words.

It should be accompanied by a cover page including:

1. Title of the Paper
2. Keywords
3. Name of the Author/s
4. Designation
5. Name of the Institution
6. E-mail Address
7. Contact Details

- The participants will be intimated about the selection of their abstracts on **20/03/2025**
- No communication will be made to the author(s) of the non-selected abstracts.

## **Full Paper**

Upon selection, the participants shall submit the full paper through <https://forms.gle/scfpiRF5H7Yvpx1F6> on or before **07/04/2025** after payment of registration fees.

- The payment link shall be sent to the participants' registered email.
- The length of the full paper including tables, diagrams, illustrations, references, footnotes etc. shall not be less than 3000 words and more than 6000 words.
- The paper should be typed in Times New Roman 12 point font size with 1.5 line spacing in justified alignment. The Footnotes shall be typed in Times New Roman 10 point size font with one line spacing in justified alignment.
- A uniform method of citation should be adopted - **OSCOLA - 4th Edition**
- Co-authorship is allowed for up to two authors only.
- Any plagiarised or AI generated work shall be summarily rejected. The authors should not disclose their identity or any markers except on the cover page.

## **Publication**

Best 10 selected papers will be published by the college in an edited book format after a double-blind peer review.

The paper must be the original work of the author and must not be considered elsewhere for publication.

## Certificate

- Certificates will be given to paper presenters and registered delegates.

## Registration

Selected paper presenters/delegates shall register by filling this form on or before **07/04/2025** : <https://forms.gle/sMmKb1y4Nr5fwBYg7>

**Registration Fee** : <https://rzp.io/rzp/ucezDfM> (Payment Link)

- Academicians and Professionals: ₹1500, Co-authors: ₹2500
- Students: ₹500, Co-authors: ₹750
- Students of KLELCB: ₹250, Co-authors - ₹500
- Delegate: ₹500

## Best Paper Award

- Best paper awards will be given to the best three paper each in the academician/professional category and student category.

## Important Dates

- Last date for submission of abstract: **15/03/2025**
- Confirmation of abstract selection: **20/03/2025**
- Submission of full paper and registration: **07/04/2025**
- Dates of the conference: **14th and 15th April 2025**

## Director of the Conference

Dr. J M Mallikarjunaiah,  
Dean, Faculty of Law, KLE Technological University  
Principal, KLE Law College, Bengaluru

**Last Date of  
Registrations is  
07-04-2025**

## Advisory Committee

Prof. (Dr). Rathnakara Aithal, Adjunct Professor  
Dr. Anita M J, Vice-Principal  
Dr. S.G. Goudappanavar, Professor  
Dr. Vishnuprasad R, Associate Professor  
Dr. Manojkumar V Hiremath, IQAC Coordinator - **94486 40187**

## Organising Committee

Dr. Sunitha B.H. - **90351 98432**  
Ms. Debasmita Acharjee  
Ms. Shamali Sawardekar  
Ms. Siddhi Suman

## Conference Committee Members

Dr. Madhusudhan G    Mr. Anush Deshapande  
Mr. Tanmay Patil    Ms. Shipra Tiwari  
Ms. Chandrakala    Mr. Avishkar  
Ms. Pavitra    Ms. Tilaka N. S.  
Mr. Srinivas J    Mr. Aviral Thakre

## Student Coordinators

Ms. Bhoomika G - **73384 10279**    Ms. Poorvi B N - **89714 36329**  
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## GLIMPSES OF NATIONAL CONFERENCE

### National Conference on Law, Religion and Society: A Constitutional Deliberation 2023



### National Seminar on Constitutional Morality - A Cornerstone of the Constitution of India 2023



### International Conference on Ethico-Legal Dimensions of Advanced Technologies: A Pathway to Responsible Innovation 2023



### Indian Data Protection Summit 2024

