

**ICFAI LAW SCHOOL, IFHE
OFF CAMPUS, BANGALORE**

ORGANISES

**National Conference on
Balancing the Scales: A
Critical Analysis of
India's Four Labour
Codes**

24 OCTOBER 2026

The background of the entire page is a photograph of the entrance gate to the ICFAI Foundation for Higher Education (IFHE) Bengaluru Campus. The gate is a large, modern structure with a white and grey facade. Above the gate, a sign reads "ICFAI Foundation for Higher Education" in large blue letters, followed by "(Deemed-to-be University under Section 3 of the UGC Act, 1956)" in smaller black text, and "Accredited by NAAC with A++ Grade" in red text. Below that, "Bengaluru Campus" is written in black. The gate is flanked by lush green trees and a tall palm tree. In the foreground, a black metal gate is partially open, and a yellow building is visible behind it. The ground is wet and reflective, suggesting it has recently rained.

ICFAI Foundation
for Higher Education
(Deemed-to-be University under Section 3 of the UGC Act, 1956)
Accredited by NAAC with A++ Grade
Bengaluru Campus

ABOUT IFHE

The ICFAI Foundation for Higher Education (IFHE) is a Deemed-to-be University established under section 3 of UGC Act, 1956. IFHE is National Assessment and Accreditation Council (NAAC) A++ Grade University. IFHE's comprehensive student-centric learning approach provides relevant knowledge, imparts practical skills and inculcates a positive attitude among the students.

Today, IFHE is one of the largest multidisciplinary Universities in the country. The Faculty of Management, Faculty of Science and Technology, Faculty of Law and Faculty of Social Sciences are the four building blocks of the University, encompassing management, technology, law and humanities. ICFAI Alumni contribute significantly to the growth story of India. They are currently working in India and Abroad in several sectors at various capacities.

About ICFAI Law School, IFHE Off Campus, Bangalore

ICFAI Law School, Off Campus, Bangalore is a constituent unit of the ICFAI Foundation for Higher Education (A Deemed-to-be University) established under Section 3 of UGC Act, 1956, located in the lush green environment in the vicinity of historical city of Bengaluru.

ICFAI Law School commenced its integrated law programme in 2024 at the IFHE Off-Campus Centre, Bangalore, following approval by the Bar Council of India in 2023. The School offers integrated five-year BBA.LL.B. (Hons.) programme, with a multidisciplinary approach combining legal education, practical training, internships and professional exposure.

The ICFAI Law School, Off Campus, Bangalore with excellent and continuous teaching and learning process, student centric and industry friendly dynamic curriculum and real life exposure provides best in class, legal education to the student and carving them to market ready legal professionals out of mediocre student who desires of making law as the dream career.

ICFAI Law School, Bangalore (Off-Campus) has a spacious, state-of-the-art campus located in the south-western part of the city, on Bengaluru-Mysore highway.

— T H E M E —

Balancing the Scales:

A Critical Analysis of India's Four Labour Codes

Concept Note

India's labour law framework has recently undergone its most significant transformation in over seven decades. Twenty-nine central labour statutes, many of them dating back to the colonial and early post-independence periods, have been consolidated into four comprehensive Labour Codes: 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 have been presented by the government as a long-overdue modernisation effort, one intended to simplify a fragmented and often contradictory legal landscape, ease compliance burdens for employers, and extend statutory protections to a far larger segment of India's workforce, including gig workers, platform workers, and those in the unorganised sector.

Yet several issues have been flagged in these Codes. Trade unions and worker rights organisations have raised substantial concerns that several provisions within the Codes tilt the balance decisively in favour of employers. The liberalisation of retrenchment and layoff norms, for instance, makes it considerably easier for larger establishments to reduce their workforce without prior government permission, a change that critics argue undermines job security for millions of workers. Similarly, the newly introduced requirement that a trade union secure the support of seventy-five per cent of workers before it can call a legal strike has been widely criticised as an almost insurmountable threshold, one that could hollow out the collective bargaining power that has historically been organised labour's primary safeguard. At the same time, the government and sections of industry maintain that such flexibility is essential to attract investment, encourage formal employment, and allow Indian businesses to compete globally, arguing that overly rigid labour protections have historically discouraged job creation rather than protected it.

This tension between worker protection and economic flexibility runs through all four Codes and forms the central inquiry of this conference.

PEOPLE

POLICY

PROGRESS

A FAIRER
TOMORROW

LABOUR

POLICY

JUSTICE

EQUITY

LABOUR

RIGHTS

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GROWTH

STRONGER
INDIA

— T H E M E —

Balancing the Scales:

A Critical Analysis of India's Four Labour Codes

Concept Note Contd.

The Code on Wages, while introducing a more uniform definition of wages, raises questions about whether its practical effect on take-home pay and employer contributions genuinely benefits low-income workers or merely shifts costs. The Code on Social Security extends welfare coverage on paper to gig and platform workers, yet the mechanisms for funding and implementing this coverage remain largely undefined, raising doubts about whether such protection is substantive or symbolic. The Occupational Safety, Health and Working Conditions Code revises applicability thresholds in ways that may exclude a significant number of smaller establishments from safety obligations altogether, even as it claims to strengthen workplace protections. Each of these tensions deserves rigorous, evidence-based scrutiny rather than being accepted at face value.

The conference also seeks to situate this debate within its constitutional and comparative context. Questions of whether the Codes remain faithful to constitutional guarantees concerning the right to livelihood and freedom of association, whether they align with international labour standards that India has committed to, and whether the shift of significant rule-making authority to individual states risks a fragmented or uneven system of worker protection, are all central to a complete critical assessment.

By bringing together academics, legal practitioners, policymakers, and industry voices, this conference aims to move beyond a purely descriptive reading of the four Codes and instead interrogate their substance critically and rigorously. The objective is not to arrive at a single verdict on whether the Codes are beneficial or harmful, but to generate a nuanced, well-reasoned body of scholarship that examines where the balance currently lies, where it may have tipped too far in one direction, and what recalibration, if any, is required to ensure that India's labour law reform genuinely serves both economic growth and worker welfare in equal measure.

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Sub-Themes

Note- Participants are invited to submit papers under any of the following sub-themes. This list is indicative and not exhaustive; papers on closely related aspects of the four Labour Codes are also welcome.

- Critical Analysis of the Code on Wages.
- The Industrial Relations Code and the Future of Collective Bargaining.
- Retrenchment, Layoffs, and Job Security under the New Regime.
- The Code on Social Security: Coverage versus Enforceability.
- Social Security for Gig and Platform Workers.
- Occupational Safety, Health and Working Conditions: Protection or Deregulation?
- Constitutional Validity and Fundamental Rights.
- Compliance with International Labour Organisation Standards.
- Federalism and Labour Law: Centre-State Tensions.
- Impact on Women Workers.
- Migrant and Inter-State Workers under the New Codes.
- Informal and Unorganised Sector Workers.
- Contract Labour and Fixed-Term Employment.
- MSMEs and Compliance Burden.
- Dispute Resolution Mechanisms under the New Codes.
- From Old Law to New Code: A Comparative Assessment.
- Child Labour, Bonded Labour, and Vulnerable Groups.
- Judicial Interpretation and Emerging Case Law.
- Technology, Automation, and the Changing Nature of Work.
- The Road Ahead: Policy Recommendations for Reform.



Guidelines for Submission

ABSTRACT SUBMISSION GUIDELINES :

- The abstract should not exceed more than 300 – 400 words with the minimum of 5 key words
- The abstract should be accompanied with a title page which should include the following details – Title of the Paper, Name of the Author (s), Email ID, Contact Number, Designation, and Institutional Affiliation
- Co-authorship is allowed (maximum two) but only one author will be allowed to present
- The submission must be made only in MS Word format.

Abstract submission form– [**LINK**](#)

FULL PAPER SUBMISSION GUIDELINES:

- Upon receiving acceptance of the abstract, author(s) are required to submit the full paper.
- The length of the full paper should be between 4,000– 5,000 words, inclusive of footnotes.
- All manuscripts must strictly follow the Bluebook 20th edition.
- Full Paper Submission [**LINK**](#)
- The paper must not contain any personal detail of authors including name, institution affiliation, email-ID, etc.
- The submission must be made only in MS Word format.
- Only Footnotes must be used for referencing.
- All submissions must be original and unpublished work. The similarity index of the full paper should not exceed 10%, excluding properly cited quotations, references, and bibliographical material.
- A Turnitin Plagiarism/Similarity Report must be attached along with the full paper.

Abstract and Full paper Formatting Guidelines:

BODY

- Font: Times New Roman
- Font Size: 12 pts
- Line Spacing: 1.5
- Margin: 1" from all sides
- Alignment: Justified

FOOTNOTES

- Font: Times New Roman
- Font Size: 10 pts
- Line Spacing: 1.0
- Alignment: Justified

PAPER PRESENTATION GUIDELINES

- The presenters will present their papers before a panel of experts who shall adjudge the paper presentations.
- At least one author of each accepted paper must present the paper at the conference.
- A certificate of presentation shall be issued to the registered participants as per the conference norms.
- In case of co-authorship at least one author must attend the conference to present the paper.
- The participants may adopt any suitable means for presenting the papers including Audio-Visual aids, Power Point Presentations etc.

MODE OF CONFERENCE

Offline (In-Campus) at ICFAI Law School, IFHE Off Campus, Bangalore, 231, Mysore Rd, Kengeri, Bengaluru, Karnataka 560060

PUBLICATION OPPORTUNITY

- Selected few best papers, subject to the recommendations of the review committee and compliance with the publication guidelines, will be published in SCOPUS Indexed Journal.
- Selected full papers will be published in an edited book with ISBN by a reputed publisher/ peer reviewed journal with ISSN. Further details regarding publication shall be communicated separately.

REGISTRATION PROCESS

Registration and Fee Payment must be completed only after receiving an acceptance email for the abstract. The guidelines and link for registration and fee payment will be shared in email ids provided by the participants during abstract submission.

AWARDS:

- **BEST PRESENTATION AWARD- INR 7000/-**
- **RUNNER UP PRESENTATION AWARD- INR 5000/-**
- **Certificate of Participation for all.**

FEE STRUCTURE:

IFHE STUDENTS

₹ 300

**OTHER COLLEGE/
UNIVERSITY
STUDENTS**

₹1200

**RESEARCH SCHOLAR/
PROFESSIONALS/
ACADEMICIANS**

₹1500

- The offline registration fees shall include conference kits, breakfast, lunch and refreshments for the day of the conference for participants attending the conference offline.
- Registration fees do not include travel or accommodation.

IMPORTANT DEADLINES

4th
OCT

Abstract Submission

6th
OCT

Communication of Acceptance

8th
OCT

Registration And Payment

24th
OCT

Presentation

30th
OCT

Full Paper Submission

Advisory Board Members

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and Campus Head, IFHE, Off Campus, Bangalore**

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