



DECCAN EDUCATION SOCIETY'S
SHRI NAVALMAL FIRODIA LAW COLLEGE, PUNE
ORGANIZES

One Day National Seminar On Labour Laws

REFORMING AND STRENGTHENING PRESENT
LABOUR LAWS TO PREVENT VIOLATIONS

Inaugural Session

Chief Guest

Hon'ble **Shri. KP Nandedkar**
Incharge Principal District Judge Pune.

Guest of Honour

Shri.Amit Vashist

(Regional PF Commissioner, Pune)

Valedictory Session

Chief guest

Adv.Dr.Shrikant Malegaonkar

We cordially invite you and solicit
your esteemed presence.

Dr. Sharad Kunte

(Chairman,GB and Council, DES PU)

Will Preside Over The Function

Adv.Ashok Palande **Dr.Sunita Adhav**
(Chairman, CDC, DES SNFLC) (Principal DES SNFLC)

Venue Amphitheatre, Fergusson College

Date: 16th December, 2023, Time 9 am onwards.



DECCAN EDUCATION SOCIETY'S

Shri. Navalmal Firodia Law College, Pune

(Permanently Affiliated to Savitribai Phule Pune University ID No.PU/PN/LAW/207/2004)

Recognised by "2 (f) & 12 (B) of UGC Act 1956"

(Approved by Bar Council of India) NAAC Accredited

DES's SHRI NAVALMAL FIRODIA LAW COLLEGE PUNE
Organizes

On 16th December 2023

ONE-DAY NATIONAL SEMINAR ON LABOUR LAWS:

**“REFORMING AND STRENGTHENING PRESENT
LABOUR LAWS TO PREVENT VIOLATIONS”**

Venue: Amphitheatre,
Fergusson College Campus, Pune.

Time : 9.30 am onwards

Mode : Offline

Deccan Education Society: Our Legacy

Deccan Education Society has been instrumental in imparting quality education and ensuring high academic standards. The vision and glory was laid down by its founding fathers; Lokmanya Shri. Bal Gangadhar Tilak, Shri. Gopal Ganesh Agarkar, Shri. Vishnushastri Chiplunkar, Shri. Mahadev Ballal Namjoshi & Shri. Vamanrao Apte. These young visionaries with nerves of steel and unwavering commitment towards the Indian masses, gripped in the clutches of British rule, came together to give the people of India an educational institute with the dream of a better future with Swadeshi Education.

About DES's Shri Navalmal Firodia Law College, Pune:

DES's Shri Navalmal Firodia Law College was established in the year 2004 under the illustrious banner of Deccan Education Society. It has entered in its 19th year, keeping pace with the social change and answering responsibly, all the demands of any complex and intricate global legal set up. We have brought about tremendous transformation in terms of inculcating legal education through innovative pedagogy.

More importantly, astride the mandatory curriculum, our institute has rightly entered the realm of legal research, to open up the minds of our students in consonance with the demands of globalization, and sensitize them to the current developments in the legal arena.

We believe in education as the way of revolution and ultimate development. To shape young minds into legal professionals and luminaries, our college has established various Cells and Departments. The Seminar & Guest Lecture Department regularly organizes seminars, webinars and guest lectures by inviting eminent guest speakers as well as hosts intra – college teacher – student symposium on variety of topics that build the knowledge base of our students. The Department also conducts National Seminar every year on current developments in legal field. We have in the past-hosted seminars on topics like: Reservation Policy in India, Data Privacy, Agricultural Laws, Nuclear Power, Gender Sensitisation (LGBTQIA), etc.

Concept Note:

Labour laws are incredibly important for our country. Labour laws arose due to the demands of workers for better conditions, the right to organize, and the simultaneous demands of employers to restrict the powers of workers in many organizations and to keep labour costs low.

Labour legislations in India have a history of almost 125 years. Since 1881 till 2022 we have seen plethora of Laws and Codes on the subject. Despite these laws being comprehensive, there are challenges such as exploitation, inadequate protection of labourers and non-compliance of laws.

Against this backdrop, DES Shri Navalmal Firodia Law College, Pune is conducting a One Day National Seminar on “Reforming and Strengthening Present Labour Laws to Prevent Violations”. We are inviting Papers and Oral Presentations for the Seminar.

Objectives of the Seminar:

The Seminar through its deliberations intends to achieve the following broad objectives:

- To analyze the legal, constitutional and international framework of labour laws in India.
- To undertake comprehensive legal review.
- To examine the trend of Supreme Court decisions on Industrial relations in India.
- To understand the Labour codes, its lapses and challenges.
- To discuss the possible legal reforms.
- To discuss the practical avenues of labour employment.

PARTICIPANTS INSTRUCTIONS

- 1. Mode of Organizing:** The Seminar is organized in an **Offline mode**.
- 2. Abstract:** Participants must submit 200-250 words of abstract and mail it to seminardepartmentsnfc@gmail.com on or before **December 10th 2023**. The acceptance will be communicated on 11th December 2023.
- 3. Oral Presentations are permitted and submitting Research Paper is optional.** Applicant has to submit final paper to seminardepartmentsnfc@gmail.com on 13th December 2023.
- 4. Paper Format:** Each paper must be between 1500 to 3000 words and include headings and properly formatted footnote citations. Papers must be in MS Word format with Times New Roman font on an A4 size paper and 1" margin on all sides, font size 12 and line spacing of 1.5. BLUE BOOK CITATION RULE to be followed. The work should be original and not published anywhere else.
- 5. Registration Fee:** Seminar Registration fee of Rs 1000/-, (Co-author : Rs1500/-) no later than **December 12th, 2023** shall be payable at Account Number 50100302351126, IFSC : HDFC0000103. Participants after payment shall mail screenshot to seminardepartmentsnfc@gmail.com.
- 6. Attendance:** Participants must attend all the sessions of the Seminar, including inaugural and valedictory. Certificates will be presented only after the conclusion of the Seminar.
- 7. Registration Link :** https://docs.google.com/forms/d/1WpA_k4me868gIDzh37-mvSUSTlOlgSfHpnkbykPyot0/edit

IMPORTANT INFORMATION AT A GLANCE

Registration Fees [For Presentation]:

No. of Author(s)	Amount in Rupees
Single	Rs.1000/-
Co-Author	Rs. 1500/-

Important Dates:

Abstract submission deadline	December 10, 2023
Notification of acceptance of abstract	December 11, 2023
Payment of Registration fee deadline	December 12, 2023
Deadline for Submission of Final Paper	December 13, 2023

Themes for

Paper Presentation:

Main Theme: Reforming and Strengthening Present Labour laws to Prevent Violations.

Sub-Themes on the topic are merely illustrative and not exhaustive. Authors can write on any general area associated to Labour Law.

THEME 1: Labour Law :

- Origin and Evolution
- Karl Marx and Capitalism
- Exploitation and stages of Exploitation
- British government Exploitation
- Socio Economic Perspective and Ethical Moral Perspective
- Progress versus Exploitation

THEME 2: Labour Laws : National and International Perspective

- Origin, Jurisprudential Perspective
- ILO and its role, responsibility, achievement
- National Laws : Constitution, Labour Legislations
- International Laws : ILO, United Nations, Conventions, etc
- Labour Legislations in India

THEME 3: Labour Legislations : Framework, issues and Challenges:

- Industrial Disputes Act,1947.
- Minimum Wages Act,1948
- Factories Act,1948
- Employees' State Insurance Act, 1948
- Payment of Bonus Act, 1965
- Equal Remuneration Act,1976
- Contract Labour Act, 1970
- Any other Enactment dealing with Labour Legislation (dealing with labour issues).

THEME 4: Labour Codes :

- 2019: The Code on Wages, 2019.
- Occupational Safety, Health and Working Conditions Code, 2020.
- Industrial Relations Code, 2020.
- The Code on Social Security, 2020

THEME 5: Challenges in implementing Labour Codes :

- Controversial / Hasty passage of Codes
- Fear of Labour Unrest
- Acute legal and practical incompetence and inadequacy
- Ambiguous and difficult to implement
- Unnecessary complexities in the rule making process for states.

THEME 6: Suggested Reforms :

- Easing of industrial relations
- Ensuring of fair wages, working conditions and social security
- Improving dialogue between the employer and employee
- Fostering harmonious work environment.

INAUGURAL SESSION



CHIEF GUEST

Hon'ble Shri. K P Nandedkar
Incharge Principal District Judge

Honble Shri K P Nandedkar is currently incharge Principal District Judge, Pune. He practiced initially in the District Court Nanded and subordinate Courts till 1995. He was appointed as Judicial Magistrate, First Class and Civil Judge Junior Division in 1995.



GUEST OF HONOUR

Shri. Amit Vashist
Regional PF Commissioner, Pune

Shri Amit Vashist is presently working as Regional PF Commissioner, Pune. He earlier headed the Legal Division of EPF at New Delhi. He worked as Assistant Commissioner in Indore, Gwalior , Kolkata and Mumbai and later as Regional PF Commissioner at Kadapa. He possesses vast teaching experience at reputed Teaching Institutes. He also worked as a member of the Drafting Committee for the Code on Social Security, 2020.

RESOURCE PERSONS: Technical Session I, II & III :

Session Themes:

- Industrial Relations in India: A Critique of the approach of the Supreme Court of India.
- Practice Avenues in Labour Laws and Nuances of Domestic Proceedings in Private Employment.
- Legislative, Institutional and Constitutional Framework of Labour Laws in India.



Prof (Dr) B T Kaul
Faculty of Law, Delhi University

Professor B.T. Kaul is currently the Professor in Charge of the Faculty of Law at Delhi University. With a 34 year teaching intensive career, he specializes in Criminal Law, Labour Law, Intellectual Property Laws and Interpretation of Statutes. He practised law for almost 20 years before entering academics.



Adv. Varun Joshi

Adv Varun Joshi is a Counsel Civil , Criminal Litigation. He specializes in Labour Industrial and Service matters in Supreme Court, Bombay High Court, District Courts, Industrial and Labour courts. He has been practicing since 2012.



Adv. (Dr) Uday P Warunjikar

Adv Warunjikar practices in the Hon'ble Bombay High Court, Bombay as a litigation lawyer since 1994. He has been practicing and handling cases with a wide-ranging practice. He specializes in Constitutional Law, Labour Laws, Arbitration, etc.

VALEDICTORY SESSION

Strengthening of Labour Laws: Lapses and Challenges.

Resource Person: Technical Session IV

Session Effect of Labour Codes on labour litigation



Adv. A D Patwardhan

Adv A D Patwardhan is in independent practice since 1986 in the field of Labour Laws on behalf of the Managements and also is Consultant to Industrial Houses. He represents the Employers in Labour Courts, Industrial Courts, Industrial Tribunals and High Court.



Adv. (Dr). Shrikant Malegaonkar

Dr. Malegaonkar is an expert in Labour Laws and Industrial Relations & is practicing Advocate at Pune Labour / Industrial Courts and at the Bombay High Court, for the past 28 years. His Consultancy “ Malegaonkar & Associates” engages in Litigations, Consultations & Training in Labour Laws for Indian and Multi National Companies, alongwith Criminal Law and Commercial litigation as subsidiaries.

FACULTY CO-ORDINATORS:

Asst. Prof. Sonali Renuse
(9322282039)

Asst. Prof. Pooja Deo
(9604396810)

CONVENERS

Adv. Ashok Palande
Chairman, CDC, DES SNFLC

Dr. Sunita Adhav
Principal, DES SNFLC

Venue: Amphitheatre,
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REPORT

Labour Laws are incredibly important to a country like India. Labour legislations in India have a history of almost 125 years. Since 1881 till 2022 we have seen plethora of Laws and Codes on the subject. Despite these laws being comprehensive, there are challenges such as exploitation, inadequate protection of labourers and non-compliance of laws. Pondering deeply over all cross cutting issues, we thought Labor law is one dynamic area we should responsibly address and hence DES's Shri. Navalmal Firodia Law College Pune Organized a **One Day National Seminar on 16th December 2023 on "Reforming And Strengthening Present Labour Laws To Prevent Violations"**. The Event was organized in the Amphitheatre of Fergusson College Campus Pune.

The Seminar intended to achieve the following broad objectives:

- To analyze the legal, constitutional and international framework of labour laws in India.
- To undertake comprehensive legal review.
- To examine the trend of Supreme Court decisions on Industrial relations in India.
- To understand the Labour codes, its lapses and challenges.
- To discuss the possible legal reforms.
- To discuss the practical avenues of labour employment.

The Seminar was divided into following Sessions:

- Inaugural Session
- Technical Session I, II, III,IV
- Valedictory Session

Inaugural Session :

The event commenced with the ceremonial lighting of the lamp,. Honble Shri K. P. Nandedkar, In-charge Principal District Judge of Pune, Dr. Sharad Kunte, Chairman, Governing Body and Council, Adv Ashokrao Palande, Chairman, College Development Committee, SNFLC and Dr. Sunita Adhav , Principal, DES SNFLC formally inaugurated the Session.

Shri K P Nandedkar holds the position of Incharge Principal District Judge in Pune. He shared insights into current labor laws and emphasized the need for essential reforms in the field, drawing from his own experiences.

The Technical Sessions immediately followed the Inaugural Session.

Technical Session I : Industrial Relations in India: A Critique of the approach of the Supreme Court of India.

The first Technical Session was addressed by Professor B.T. Kaul who is a practicing Advocate with nearly 35 years of teaching experience at Delhi University. He provided an academic perspective on labor laws, offering an insightful lecture on the necessary reforms. He also beautifully covered the judicial trend of Supreme Court on various labour related issues.

Technical Session II : Practice Avenues in Labour Laws and Nuances of Domestic Proceedings in Private Employment.

Adv. Varun Joshi, a practicing Advocate at the Pune District Court specializing in labor laws and an alumnus of DES's Shri Navalmal Firodia Law College, shared his views and experiences. He also recounted anecdotes from his student life and reflected on how seminars like these played a role in shaping his career.

After first two sessions, Students actively engaged with the resource persons; posed numerous questions that were thoughtfully addressed, contributing to the audience's knowledge.

Technical Session III : Legislative, Institutional and Constitutional Framework of Labour Laws in India.

Advocate Warunjikar, a litigation lawyer in the Hon'ble Bombay High Court interacted with the audience over various regulatory framework of labour laws. He deliberated on the constitutional perspectives and shared his court experience that he has garnered in handling diverse range of cases.

Technical Session IV : Effect of Labour Codes on Labour Litigation

Adv. A D Pathwardhan, a practicing lawyer in Labour Court, Industrial Court and High Court interacted with the students on the effect of labour codes on labour litigation. The discourse was informative and enlightening.

Valedictory Session : Strengthening of Labour Laws: Lapses and Challenges.

Adv. Dr. Shrikant Malegaonkar, Practicing lawyer ; labour court, Industrial Tribunals and High Court was the Chief Guest for the Valedictory Session. The session was a rich exchange of ideas underlying the key labour aspects and pressing issues in labour laws. He highlighted the lapses and challenges in labour laws and suggested reformative measures to overcome the same.

Paper Presentation Session:

We invited oral presentation and submission of papers on the theme of the Seminar. Dr Shilpa Gaikwad, Faculty, Sinhagad Law College presided over as the Chairperson for the Paper Presentation.

The event then featured paper presentations from individuals who had submitted abstracts on the subject. Presenters showcased their research through written papers, presenting their findings to the audience and esteemed dignitaries.

She provided valuable insights on the presented papers. The paper presenters were, Dr Janhavi Ghodke, Dr. Priya Chopde, Asst Prof Sandip Borse, Asst Prof Sumit Tak, Asst Prof Saurabh Dhote and Asst Prof Shivani Mujumdar.

The entire session was also live-streamed on Microsoft Teams, providing widespread access to the valuable insights shared.

Conclusion :

The Labour Law Seminar thus provided a platform for advancing understanding and dialogue on issues surrounding labour laws. It was a culmination of leading experts, leading practitioners and concerned stakeholders under one umbrella to discuss contemporary issues of labour laws.

Approximately 100 students attended the Seminar.

Glimpses of the Seminar



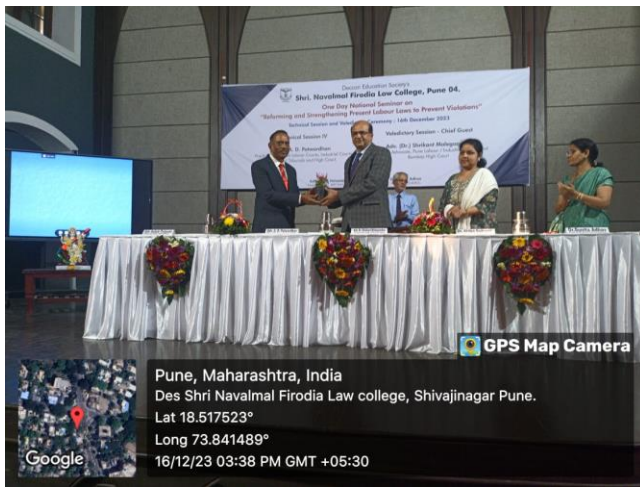
Felicitation of Adv Varun Joshi , Resource Person, Technical Session II



Lighting of the lamp by Dignitaries



Technical Session I :From Left to Right: Adv Ashokrao Palande , Dr. Sharad Kunte, Hon'ble Shri K P Nandedkar , Prof Dr. B.T.Kaul , Dr. Sunita Adhav



Felicitation of Chief Guest, Valedictory Session, Adv Dr. Shrikant Malegaonkar



Felicitation of Adv A D Patwardhan, Resource Person, Technical Session IV



Felicitation of Dr. Shilpa Gaikwad, Chairperson , Paper Presentation Session



Deccan Education Society's

Shri Navalmal Firodia Law College, Pune - 04

One Day National Seminar on “Reforming and Strengthening Present Labour Laws to Prevent Violations”

16th December 2023

Certificate

This is to certify that

delivered an oral presentation/ participated in the One day National Seminar on “Reforming and Strengthening Present Labour Laws to Prevent Violations” organised by DES's Shri Navalmal Firodia Law College, Pune on 16th December 2023.

The Title of the oral presentation was _____

Adv Ashok Palande
Chairman
DES SNFLC

Dr. Sunita Adhav
Principal
DES SNFLC