



CENTRE FOR LABOUR LAWS, NLIU

JOURNAL FOR LABOUR & EMPLOYMENT LAWS VOLUME V ISSUE I

PATRON IN-CHIEF

PROF. (DR.) S. SURYA PRAKASH

Vice-Chancellor, National Law Institute University, Bhopal



Prof. (Dr.) S. Surya Prakash is a distinguished legal academic and administrator, currently serving as the Vice Chancellor of the National Law Institute University (NLIU), Bhopal, since June 1, 2023. Prior to this, he held several key leadership positions, including Vice Chancellor of Damodaram Sanjivayya National Law University (DSNLU), Visakhapatnam, and Founder Vice Chancellor of Maharashtra National Law University (MNLU), Aurangabad. With over three decades of experience in legal academia, he has served as Principal and Lecturer at DNR College of Law, Bhimavaram, Andhra Pradesh, and as a faculty member at the West Bengal National University of Juridical Sciences (NUJS), Kolkata, before joining NLIU.

Prof. Surya Prakash obtained his Bachelor of Laws (B.L.) degree from Acharya Nagarjuna University, Guntur, and his Master of Laws (LL.M.) from Andhra University, Visakhapatnam, with first-class distinction in Labour and Industrial Law. He later earned his Ph.D. in Law from Berhampur University, Odisha. An accomplished scholar, he received the V. N. Deekshitulu Award for securing the highest marks in Labour and Industrial Law during his LL.M. studies. Over the years, he has contributed extensively to legal literature and research, authoring numerous books including *Bonded Labour and Social Justice* (1990), *Turning Point – The Story of a Law Teacher* (2009), *Remember, Martyrs of Indian Freedom Struggle* (2021), *Constitution and Composite Culture* (2023), and *A Practical Guide to Legal Methods and Legal Research* (2023). His research spans a wide range of areas such as bonded and child labour, trade unions, workplace sexual harassment, plea bargaining, alternative dispute resolution, arbitration, and human rights.

He has been involved in several national and international research projects, including a DFID–GVT project on inter-state migrant labour (2007), a High Court of Madhya Pradesh project on “Access to Justice” (2009), and the development of a “Manual on Health Laws” (2008) and a “Compendium on Agriculture and Allied Laws” (2013) for the State of Madhya Pradesh.

At NLIU Bhopal, Prof. Surya Prakash also serves as Professor of Law (Dispute Settlement Process) and Founder Editor of the *Indian Law Review*. His academic interests encompass Jurisprudence, Labour Laws, Alternative Dispute Resolution, International Commercial Arbitration, Health Law, and the intersection of Law and Culture.



CHAIRPERSON

PROF. (DR.) MOHAMMED HUSSAIN

Chairperson, Centre for Labour Laws



Prof. (Dr.) Mohammed Hussain is a distinguished academic, researcher, and administrator with over three decades of dedicated service to legal education. He presently serves as the Chairperson, Centre for Labour Laws (CLL) at the National Law Institute University (NLIU), Bhopal. Throughout his career, he has been known for his commitment to academic rigour, institution-building, and for fostering socially relevant legal scholarship that bridges the gap between law and society.

At the Centre for Labour Laws, Prof. Hussain provides visionary leadership, guiding research, training, and outreach initiatives in the field of labour and employment law. Under his stewardship, the Centre has evolved into a vibrant hub for academic engagement and policy discourse. It works towards strengthening legal frameworks that uphold the rights and dignity of workers, particularly those in unorganised sectors.

Alongside his role at the Centre, Prof. Hussain also holds the Institutional IPR Chair at NLIU. His teaching and research interests span Intellectual Property Rights (IPR), Commercial Law, and Socio-Legal Studies, reflecting his ability to integrate diverse legal disciplines with contemporary challenges. His scholarly work explores the intersections of innovation, labour, and social equity, offering insights that are both academically robust and socially grounded.

Prof. Hussain has contributed extensively to legal literature through research papers, edited volumes, and book chapters, and has been a regular speaker at national and international seminars. A dedicated mentor, he has supervised several research scholars and continuously works towards enhancing the quality and reach of legal education. His academic leadership has been instrumental in strengthening NLIU's collaborations with industry, government bodies, and civil society organisations to create meaningful, practice-oriented learning experiences for students.

Deeply committed to inclusive and ethical legal education, Prof. (Dr.) Mohammed Hussain's work reflects a balance between intellectual pursuit and social responsibility. Through his guidance at the Centre for Labour Laws, NLIU Bhopal, he continues to inspire a new generation of legal professionals to view law not merely as a discipline, but as a vehicle for equity, dignity, and sustainable social change.

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ABOUT CENTRE FOR LABOUR LAWS

The Centre for Labour Laws (CLL) is a student-run initiative at the National Law Institute University, Bhopal, dedicated to promoting awareness, research, and reform in the field of labour and employment laws. Established in 2019, CLL gained widespread recognition during the COVID-19 pandemic through its flagship initiative Mazdoor Mitra, which aimed to address the struggles of migrant workers during the nationwide lockdown. Since then, it has evolved into a strong voice advocating for the rights and dignity of the working class across India.

CLL actively works towards creating a more informed and equitable environment for labourers and workmen by fostering legal awareness and encouraging critical research. Over the past few years, the Centre has collaborated with policy experts, legal professionals, academicians, and government stakeholders to initiate dialogue and action on issues affecting the nation's workforce.

The students at NLIU, through CLL, organize interactive sessions, panel discussions, certificate courses, and symposium which aims at bridging the gap between law and labour welfare. With a focus on consistent and collaborative efforts, the Centre strives to be a platform where meaningful change is both discussed and delivered. We, at CLL, remain committed to ensuring that the rights of the labour class are both respected and upheld.



ABOUT THE JOURNAL

JLEL (Journal on Labour & Employment Law Volume) V Issue I

The NLIU Journal on Labour and Employment Laws (JLEL) is a blind peer-reviewed annual journal dedicated to advancing understanding and dialogue in the field of labour and employment laws. It seeks to contribute to the development of fair and equitable labour frameworks by examining the intersection of academic scholarship with the practical realities of labour legislation.

The CLL-JLEL endeavors to serve as a platform for contemporary discourse on issues relevant to labour and employment law by publishing high-quality contributions from students, academicians, and practitioners. The journal focuses on recent developments in labour law, ensuring its continued relevance to contemporary legal and social challenges, and aims to encourage critical analysis, reform proposals, and comparative studies that contribute to the evolution of labour law in India and beyond.

THEME & SUB -THEMES

THEME

*Work in Transition: Reimagining Labour and Employment
Law in the 21st Century*

SUB - THEMES

- *Legal and Regulatory Dimensions of ESOPs in Employee Ownership*
- *Legal Status of Platform Workers: Moving beyond the binary of 'Employee' vs. 'Independent Contractor'*
- *Impact of the Evolving Labour Codes on Employees and Employers*
- *Green Jobs and Just Transition: Labour Laws in a Sustainable Economy*
- *Algorithms and Data-Driven Work: Regulating AI in the Workplace*
- *Evolving POSH & Workplace-Harassment Policies Dimensions: Ensuring Dignity and Compliance in Digital Arenas*
- *Child Labour 2.0: Regulating Minors in India's Creater Economy*
- *Evolution of Alternate Engagement Models: Contract Workers, Fixed-Term Workers, Consultants.*

Note : The author(s) are allowed to choose any sub-theme from the sub-themes specified above and are also free to choose any other theme, which relates to the central theme of the Journal

CATEGORIES OF SUBMISSION

The submission can be made under any of the following categories:

- 1) Articles (4,000 to 10,000 words): The article must be a comprehensive and in-depth analysis of the problem(s) or idea(s) dealt with by the author and should include references to a range of sources and contributions in the form of alternatives and suggestions. The word limit is exclusive of footnotes.*
- 2) Essays and Short Articles (2,000 to 4,000 words): The essay must be an analysis of the problem(s) or idea(s) dealt with by the author and should include references to a range of sources and contributions in the form of alternatives and suggestions. The word limit is exclusive of footnotes.*
- 3) Case Comment (2,500 to 5,000 words): The comment must be a critical analysis of a recent judgement, bringing out its relevance in light of development of laws, views expressed in the judgement and views of the author(s). The word limit is exclusive of footnotes.*
- 4) Book Review (1,500 to 3,000 words): The review must be a crisp account of a recently published book including the issues explored and the related arguments of the author.*

CATEGORIES OF SUBMISSION

5) Legislative Comment (2,000 to 4,000 words): *The comment must analyse a recent legislative enactment. It must examine the objective of the legislation and the legal impact the same is expected to have. The word limit is exclusive of footnotes.*

NOTE: Submissions in the categories of book review(s), case comment(s) and legislative comment(s) will be highly appreciated.

CENTRE FOR LABOUR LAWS
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NLIU SHOPAL

SUBMISSION GUIDELINES

Submissions are expected to be an original work of the author and meet high academic standards. The following guidelines ought to be followed:

- 1) The title must succinctly encapsulate the topic and explain the body of work;
- 2) There must be an abstract (250-300 words) which briefly describes the idea behind the submission, its structure, and the authors' conclusion(s);
- 3) Co-authorship is permissible only up to a maximum of two authors.
- 4) Kindly adhere to the following formatting guidelines:
 - a) *The title and subtitles must be in Times New Roman font, size 12, and centrally aligned.*
 - b) *The text of the main body of the manuscript must be in Times New Roman, size 12, with 1.5 line spacing and automatic spacing between paragraphs, and it should have justified alignment.*

SUBMISSION GUIDELINES

c) We accept citations in the form of footnotes, which must be in Times New Roman font, size 10, with single spacing, justified alignment, following the latest OSCOLA guidelines.

For more detailed guidelines, the authors are mandatorily required to refer to the [website](#).

NOTE: The use of any generative artificial intelligence in the manuscripts will lead to immediate rejection.

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Submissions made to the journal are on an exclusive basis. These submissions must not have been previously published or submitted for publication elsewhere. The contribution presented to and accepted for publication along with the copyrights therein shall be the intellectual property of the Journal and shall vest with the Centre for Labour Laws.

ELIGIBILITY & MODE OF SUBMISSION

Authors must be pursuing their education from any recognised law university in India or be graduates from any recognised law university, to be eligible for publication in the journal.

For this issue, the Authors are requested to please submit their papers to the google form attached herewith. Submissions made through any other means will not be considered for publication
Link for Submission of Manuscript:

The google form [E1] must also contain the following documents, in addition to the manuscript and personal details and affiliation of the author(s), without which the submission will not be accepted:

- An originality statement, signed by the author(s), declaring that the manuscript is the original work of the author(s);
- A copyright statement, signed by the author(s), whereby the author(s) agrees that the copyright in the work shall vest with the journal.
- The author(s) is requested to kindly upload the abstract briefly outlining the manuscript structure in brief as well.

SUBMISSION DEADLINES

- Last date for submission of manuscript: 15th February, 2026.
- No late entries will be entertained.
- Link for Submission : <https://forms.gle/F2s6qQMG7FkoMtK56>
- The author will be notified of the selection of the manuscript post Technical Stage 1, Technical Stage 2, Content Stage 1, Content Stage 2 & Peer Review Stage. [The review process normally takes a month or so except the peer review stage]
- Furthermore, the authors are requested to kindly to mail any queries relating to the submission for NLIU Journal for Labour & Employment Laws must be addressed to jlel@nliu.ac.in with a subject line, “Query : Journal for Labour & Employment Laws :- Volume V Issue I”

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