



NEHRU ACADEMY
OF LAW



NEHRU GROUP
OF INSTITUTIONS
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NAL
SMARRT IQAC

DECEMBER 16th & 17th
2022

NEHRU ACADEMY OF LAW



**TWO DAY NATIONAL SEMINAR ON "NEW LABOUR
CODES AND ITS EFFECT ON MIGRANT LABOURERS
[HYBRID MODE – ONLINE & OFFLINE]**

Organized By:

**NEHRU ACADEMY OF LAW,
PALAKKAD, KERALA**



NEHRU GROUP
OF INSTITUTIONS
TAMILNADU • KERALA

ISO 14001-2004 CERTIFIED INSTITUTIONS

Jawahar Garden, Lakkidi, Mangalam PO – 679301 Palakkad(Dt.), Kerala, India

Website : <http://nal.net.in>

ABOUT NEHRU GROUP OF INSTITUTIONS (NGI)

Our Honorable Chairman Late Shri P K Das, Constituted the Nehru College of Educational and Charitable trust in the year 1968 to deliver world class quality in education and to impart training in a structured manner to the student community. Nehru Group has twenty-two different Institutions ranging from Arts and Science College to Engineering, Law and Medical Colleges.

It is a common understanding that the dialectics of the legal system in India, with its entrenched multiplex of social structures on the one hand, and its multiplicity of indigenous, colonial and development traditions on the other, is tremendously complex. The significant element in the interaction between Law and Society in India is the heavy burden on the multiple traditions and the social concerns and orientation of each. The conversance between dialectic of legal system in the industrial nations and legal systems in India points to the development of a phase of legal system in India following Independence.

Nehru Group of Institutions on the verge of Golden Jubilee, in 2015 has added a Law School to its fold – Nehru Academy of Law, which was inaugurated by Late Padmashri Dr N R Madava Menon, Nehru Academy of Law believes legal studies are the means to an end. The moto of the Institution to lay foundation that make every student a complete professional when they come out of the Institution. Presently we are running L.L.B, B.B.A, LL.B (Hons.) , B.Com LL.B (Hons.) shortly we will be offering Post Graduation in LL.M, with three specialization as we are waiting for the sanction from the University of Calicut.

ABOUT NEHRU ACADEMY OF LAW (NAL)

Nehru Academy of Law is driven by a desire to equip the rural students, particularly in Kerala, in equal footing with the national law schools. With this long vision and lofty outlook, Nehru Group of Institutions, a trail-blazer in the field of technical education, started the Nehru Academy of Law (NAL) at Jawahar Gardens in 2015. Situated at Lakkidi Kootupatha in Palakkad district in an enchanting and healthy environment conducive for learning and intellectual activities NAL is a prestigious wing of Nehru Group of Institutions, which pioneered technical education in Tamil Nadu and Kerala in 1968 under the dynamic leadership of its founder chairman Late Shri. P. K. Das. Nehru College of Educational and Charitable Trust, established with an objective to promote high quality and excellence in the arena of technical and professional education and to impart knowledge and training in a structured fashion to the student community, expanded in to a conglomeration of over twenty-one educational institutions under the brand name 'Nehru Group of Institutions' (NGI). NAL is dedicated to churning out committed lawyers of highest academic and professional standards and producing top quality legal scholars. The academy aims to increase legal awareness in the society and further the cause of social justice by providing legal aid to the downtrodden and the underprivileged sections of the society. NAL has provided world class infrastructural innovation in its class rooms, libraries, workshops on par with the best law institutions in the country. It is supported by a team of dedicated and eminent staff members, teaching and non-teaching, who wholeheartedly endeavor to enlighten the minds of the student fraternity. With its excellent academics, exemplary discipline, highly qualified staff and fabulous infrastructure NAL is emerging as a top-rated law college in the country. It is becoming a symbol of world class legal education at an affordable rate and accessible reach. NAL is one of the best self-financing law colleges in Palakkad.

Theme and Sub Themes :

1. Labour and Employment Rights

- Implications of Child Labour
- Inter State Migrant Labour
- Unemployment
- Agricultural Labour

2. Development of Industrial Law in India

- Industries in India prior to Independence
- Persuasive Influence of International Labour Organization
- Increase Labour problems
- Industrial dispute
- Employees Insurance.

3. The code of wages, 2019

- Wage and Bonus payment
- Universalization of minimum wages to all employees
- Revision of minimum wages
- Employees of Scheduled Employment and minimum wages

4. Industrial Relations code 2020

- Recognition of trade unions or federation of trade unions.
- Concept of Recognition of Negotiating Union
- Fixed Term Employment worker.
- Re-skilling fund for training of retrenched employees.

5. The occupations safety, health and working conditions code, 2020

- Occupational safety standard
- Health and working conditions
- Welfare provisions
- Health check up
- Registration of establishment

6. The code of Social Security

- Social Security contributions to be made by employee / employer
- Government social security measures for deprived category of workers.
- Child Labour
- Contract Labour
- Liquidation of Companies
- Food Rights of migrant labourers



INAUGURAL CEREMONY

Observing one minute silence in honour of our Beloved Founder Chairman Late Shri P.K. DAS

PRAYER SONG

WELCOME ADDRESS:

DR.C THILAKANANDAN
(PRINCIPAL,NAL)

LIGHTING THE LAMP:

DIGNITARIES

PRESIDENTIAL ADDRESS:

ADV.DR.P KRISHNADAS
(CHAIRMAN & MANAGING TRUSTEE,NGI)

ADDRESS BY CHIEF GUEST OF HONOUR:

MR.JUSTICE B.SUDHEENDRA KUMAR
(FORMER JUDGE,HIGH COURT OF KERALA)

ADDRESS BY GUEST OF HONOUR:

Prof. Dr. SABA V.M DA SILVA
(Former Dean & Chairman Board of Studies,Goa University)

SPECIAL ADDRESS:

Dr.P. Krishnakumar
(CEO & Secretary,NGI)

KEYNOTE ADDRESS:

Mr.Joseph M.P IAS(Retd)
(Former Labour Commissioner,Govt of Kerala)

FELICITATIONS:

Dr.P.D Sebastain
(Director,NAL)

Dr.K. Radhakrishnan
(Prof.Emeritus & Academic Advisor,NGI)

VOTE OF THANKS:

Dr.S.Krishna Moorthy
(Vice principal,NAL)

NATIONAL ANTHEM

TEA BREAK

DAY 1

**TECHNICAL SESSION- I
LABOUR & EMPLOYMENT RIGHTS**

TIME: 11.30 Am -1.00 Pm

OFFLINE

SEMINAR HALL-1

WELCOME ADDRESS

SESSION CHAIR

: PROF. DR. SABA V.M DA SILVA
FORMER DEAN & CHAIRMAN
BOARD OF STUDIES, GOA UNIVERSITY

RESOURCE PERSON

: Ms. PRATHIBHA RADHAKRISHNAN
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

SEMINAR HALL -2

WELCOME ADDRESS

SESSION CHAIR

: ANJALI P NAIR
ASSISTANT PROFESSOR OF LAW
CO-ORDINATOR, CLIJEO,
GOVT LAW COLLEGE, KOZHIKODE.

RESOURCE PERSON

: MS.LAVIA THOMAS
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS



ONLINE

WELCOME ADDRESS

SESSION CHAIR

: M.S. MOHANACHANDRAN
DEPUTY SECRETARY & LAW OFFICER
DEPARTMENT OF LABOUR,
GOVERNMENT OF KERALA

RESOURCE PERSON

: VIDYA VINCENT
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

LUNCH BREAK

TECHNICAL SESSION- II

LABOUR RELATIONS & WORKPLACE SAFETY

TIME : 2.00 PM -3.30 PM

OFFLINE

SEMINAR HALL-I

WELCOME ADDRESS

SESSION CHAIR

: Dr. SUNITHA P.N
VICE PRINCIPAL,
AL-AMEEN LAW COLLEGE ,SHORANUR

RESOURCE PERSON

: Ms. SAJANI P S
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

ONLINE

WELCOME ADDRESS

SESSION CHAIR

: PRIYANKA DUTTA
ASSISTANT PROFESSOR
ICFAI UNIVERSITY,
JAIPUR, RAJASTHAN

RESOURCE PERSON

: Ms. SHAMILI V.P
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

DAY 2

TECHNICAL SESSION -III

LABOUR RIGHTS & STANDARDS OF MIGRANT LABOURERS

TIME : 9.30 AM - 11.00 AM

OFFLINE

SEMINAR HALL-I

WELCOME ADDRESS

SESSION CHAIR

: Dr. SONIA K DAS
ASSOCIATE PROFESSOR,
GOVERNMENT LAW COLLEGE,
THRISSUR, KERALA

RESOURCE PERSON

: MS. SREDDHA G KRISHNA
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

ONLINE

WELCOME ADDRESS

SESSION CHAIR

: DR. LINI PRIYA VASAVAN
ASSISTANT PROFESSOR,
GOVT LAW COLLEGE, THRISSUR.

CO-CHAIR

: DR. NASEEMA P K
ASSISTANT PROFESSOR OF LAW
ALIGARH MUSLIM UNIVERSITY
MALAPPURAM CENTER, KERALA

RESOURCE PERSON

: Ms. MANJIMA MOHAN K
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

TEA BREAK

TECHNICAL SESSION -IV

WAGES & SOCIAL SECURITY

TIME: 11.30 AM – 1.00 PM

OFFLINE

SEMINAR HALL-I

WELCOME ADDRESS

SESSION CHAIR

: Ms. RIFAT KHAN
HEAD OF DEPARTMENT,
DEPARTMENT OF LAW
UNIVERSITY OF CALICUT

RESOURCE PERSON

: Ms. DEEPA RAJ O K
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

ONLINE

WELCOME ADDRESS

SESSION CHAIR

: DR. BINDU S
ASSISTANT PROFESSOR,
GOVT LAW COLLEGE, TVDM

RESOURCE PERSON

: Mr. ASHBIN KRISHNA
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW

PAPER PRESENTATION

VOTE OF THANKS

LUNCH BREAK

TECHNICAL SESSION -V

DEVELOPMENT OF INDUSTRIAL LAWS IN INDIA

TIME: 2.00 PM – 3.30 PM

OFFLINE

SEMINAR HALL-I

WELCOME ADDRESS

SESSION CHAIR

**: MS. RIFAT KHAN
HEAD OF DEPARTMENT,
DEPARTMENT OF LAW
UNIVERSITY OF CALICUT**

RESOURCE PERSON

**: Ms. ANANTHA LEKSHMI
ASSISTANT PROFESSOR
NEHRU ACADEMY OF LAW**

PAPER PRESENTATION

VOTE OF THANKS

Organising Committee :

Chairman:

Dr C Thilakanandan

Principal, Nehru Academy of Law

Faculty co-ordinators:

1.Kiran S Sekhar

[Assistant Professor, Nehru Academy of Law]

2.Ashbin Krishna

[Assistant Professor, Nehru Academy of Law]

3.Deepa Raj O K

[Assistant Professor, Nehru Academy of Law]

4.Richin Mathew

[Assistant Professor, Nehru Academy of Law]

Student Co-ordinators:

1.T H Alok Narayanan

2.Angitha KJ

3.Anoop Chandran. S

4.Lakshmi. P

5.Meera.T

6.Lakshmi. P

7.Avin Anto