



**ILS Law College, Pune**

**Presents**

**One Day Seminar on**

**"ADAPTING LABOUR LAWS: ADDRESSING INFORMALIZATION CHALLENGES  
AND REGULATING THE GIG ECONOMY IN 21ST CENTURY INDIA"**

**Date: 11/12/2023**

**Timing: 1:00 PM to 5:30 PM**

**Venue: Conference Hall (Saraswati Building), ILS Law College, Pune.**

The Indian workforce has undergone significant changes in the 21st century, characterized by a paradoxical scenario of increasing formalization of the economy alongside a growing trend of informalization of labor. This trend is particularly evident in the rise of contract labor and the emergence of platform-based or gig workers, driven by the need for greater flexibility in response to global pressures. The rise of contract labor, trainees, and gig workers challenges the conventional notions of employment relationships, raising concerns about the rights and conditions of work of the labor force. The Contract Labor (Regulation and Abolition) Act, 1970, designed to regulate contract labor, has fallen short, leading to the need for a re-evaluation of labor laws. The intricate interplay between the formalization of the economy and the burgeoning trend of informalization in India's industrial growth demands a meticulous examination.

To address these pressing issues, ILS Law College is organizing a seminar aimed at unraveling the complexities surrounding the informalization of labor and challenges presented by the gig economy. By fostering inclusive dialogue among diverse stakeholders, the seminar aims to generate actionable insights and recommendations, propelling the necessary evolution of labour laws to remain relevant in the face of 21st-century workforce dynamics. This seminar represents a crucial step towards reevaluating labour laws and finding practical solutions.

## **Session 1: Challenges of Contractualization and Reforming Prevailing Labour Laws**

**Timing: 1 pm – 3.00 pm**

### **Objectives:**

- Understanding with statistical database the width and depth industrial economics of the informalization of labour in organized industries
- Discuss the present legal framework, especially the Contract Labour (Regulation and Abolition) Act, 1970, and its shortcomings.

### **Panelists:**

1. Mr. Kishor Dhokale , Rastriya Shramik Ekta Mahasangh, Maharashtra
2. Mr. Kuldip Joshi , Management Consultant
3. Mr. Arvind Shrouti , Labour Consultant

**Presided over by:** Dr Santosh Jaybhay, ILS Law College Pune

-----Break: 3pm- 3.15 pm-----

## **Session 2: "Labour Laws in the Gig Economy: Towards Fair and Inclusive Platforms"**

**Time : 3.15 pm- 5.30 pm**

### **Objectives:**

- Explore the emergence and growth of gig workers in India.
- Discuss the challenges faced by gig workers, including issues related to job security, social security, and benefits.
- Propose amendments to existing labour codes or the introduction of new codes to regulate platform-based services.
- Emphasize the importance of collaboration between stakeholders for a balanced approach.

### **Panelists:**

1. Mr. Shailendra Pol, Additional Commissioner of Labour, Pune
2. Mr. Ajit Abhyankar, President, CITU Pune
3. Adv. Shrinivas Inamati, Co- Chairman HR and IR Committee MCCA
4. Mr. Vivek Patwardhan, Former Vice President HR , Asian Paints

**Presided over by:** Mr. Arun Barve, Company Secretary

Each session will be followed by Interactive Q&A Session

### **Conveners:**

Dr Santosh Jaybhay (Assistant Professor)  
ILS Law College, Pune  
santosh.jaybhay@ilslaw.in

Dr. Nitish Nawsagaray Assistant Professor  
ILS Law College, Pune  
[nitish.nawsagaray@ilslaw.in](mailto:nitish.nawsagaray@ilslaw.in)