Call for Papers

International Conference on the theme

Reimagining Labour Regulation in a Fragmented World of Work

On 4th and 5th June 2026

In Hybrid Mode – Via Zoom and on Campus at GIM, Sanquelim, Goa, India

(5th edition of the Goa Institute of Management's International Labour & Employment Conference organised by the Centre for Public Policy & Governance in Collaboration with Friedrich Ebert Stiftung, Society for Labour & Development, Delhi and ADAPT, Italy)

The Centre for Public Policy & Governance, Goa Institute of Management (GIM), in collaboration with Friedrich Ebert Stiftung, Society for Labour & Development, Delhi, Association for International and Comparative Studies in Labour Law and Industrial Relations (ADAPT), Bergamo, Italy invites scholars to submit and present research papers at the conference. Interested scholars/researchers/academics, faculty members and others may kindly participate. Email **an extended 1000-words abstract and brief CV to the Centre, by FRIDAY, 15th May 2026.**

In the subject line kindly write *"CPPG-GIM / Labour Conference 2026 / Your Name / Title of Paper"*.

Kindly email your extended abstracts and brief CV to chaircppg@gim.ac.in or bernice@gim.ac.in.

The Conference will be held in hybrid mode, via Zoom and at our campus in Sanquelim, Goa^.

The title of the Conference: ***Reimagining Labour Regulation in a Fragmented World of Work***

Sub-themes/issues covered are:

i. Platform Work, Gig Economy, and Algorithmic Control
ii. Labour Codes, Deregulation, and Regulatory Capacity
iii. Informality, Precarity, and New Forms of Labour Vulnerability
iv. Technology, Artificial Intelligence, and the Future of Employment Relations
v. Social Protection, Welfare, and Portability of Right
vi. Collective Voice, Representation, and New Forms of Worker Organisation

Concept Note

Across the world, labour markets are undergoing profound structural transformations. The traditional model of employment—characterised by stable employer–employee relationships, identifiable workplaces, and clearly defined regulatory responsibilities—is increasingly giving way to more fragmented arrangements. Platform-mediated work, multi-layered subcontracting chains, informal employment relationships, digital labour platforms, and algorithmic management systems are reshaping how work is organised, monitored, and compensated.

These developments pose fundamental questions for labour regulation. Existing legal and institutional frameworks were largely designed for a world of standard employment relationships and territorially bounded workplaces. Today, however, labour governance must confront dispersed employment relations, blurred lines of accountability between firms and intermediaries, and technologically mediated forms of managerial control. At the same time, global economic competition and domestic policy reforms have intensified debates around labour market flexibility, regulatory simplification, and the role of the state in protecting workers.

The 5th Annual Labour & Employment Conference seeks to engage with these transformations from a political economy perspective on labour regulation. Rather than viewing labour regulation merely as legal compliance, the conference frames it as a broader institutional process through which states, markets, and collective actors negotiate the distribution of risks, protections, and bargaining power in the labour market. The conference invites interdisciplinary scholarship examining how labour regulation evolves in response to technological change, shifting production structures, and new forms of worker organisation.

India in the Global Labour Debate

India offers a particularly important context for examining these questions. As one of the world's largest labour markets—with high levels of informality, rapid platformisation of services, and significant recent reforms through the new labour codes—India sits at the intersection of global debates on labour flexibility, worker protection, and regulatory capacity. The country's evolving policy responses to gig work, social security expansion, labour inspection reform, and federal labour governance are increasingly relevant to other emerging economies confronting similar transitions. By situating Indian experiences alongside comparative global perspectives, the conference aims to contribute to broader discussions on the future architecture of labour regulation in the twenty-first century.

The conference invites original research papers, policy analyses, and practitioner perspectives that critically examine these developments and propose new approaches to labour governance.

Sub-Themes / Conference Tracks

Track 1: Platform Work, Gig Economy, and Algorithmic Control

Digital labour platforms have transformed labour markets by mediating work through algorithmic systems that allocate tasks, evaluate performance, and regulate worker behaviour. While platforms often frame workers as independent contractors, emerging evidence suggests the presence of sophisticated managerial control through algorithms, ratings, and dynamic incentives. These developments raise complex questions around employment classification, worker rights, and regulatory oversight.

Guiding Questions

- How do algorithmic management systems reshape traditional notions of employer control and supervision?
- What legal and policy approaches are emerging globally to address employment classification in platform work?
- How do rating systems, dynamic pricing, and digital surveillance affect worker autonomy, earnings stability, and bargaining power?
- What forms of worker resistance, organisation, or collective action are emerging among platform workers?
- How should labour regulation adapt to firms that operate as intermediaries between workers and consumers?
- What lessons can be drawn from emerging regulatory experiments across different jurisdictions?

Track 2: Labour Codes, Deregulation, and Regulatory Capacity

Recent labour reforms in many countries—including India's consolidation of labour laws into four labour codes—reflect attempts to simplify regulatory frameworks while improving labour market flexibility. However, implementation challenges, enforcement capacity, and the role of labour administration remain critical concerns in determining whether regulatory reforms translate into improved labour governance.

Guiding Questions

- What are the implications of labour law consolidation for regulatory clarity and worker protection?
- How do labour inspection systems adapt to changing workplace structures and employment arrangements?
- What institutional capacities are required for effective enforcement of labour standards?
- How do centre–state dynamics shape labour regulation in federal systems?
- What role do digital compliance systems and self-certification mechanisms play in contemporary labour governance?
- To what extent do labour reforms balance regulatory simplification with worker protections?

Track 3. Informality, Precarity, and New Forms of Labour Vulnerability

Informality continues to define labour markets across much of the Global South. However, new forms of precarious work are also emerging within formal sectors through subcontracting, temporary contracts, and labour intermediation. These shifts complicate traditional regulatory frameworks and raise concerns about worker protection and accountability across production networks.

Guiding Questions

- How do subcontracting and labour intermediation reshape employer responsibility and worker protection?
- What regulatory strategies can address vulnerabilities faced by migrant, home-based, and contract workers?
- How do supply chains and global production networks influence labour standards?

- In what ways do existing labour laws fail to address contemporary forms of precarious employment?
- What innovative policy or institutional approaches can improve protection for informal workers?
- How does labour informality interact with gender, migration, and social inequality?

Track 4: Technology, Artificial Intelligence, and the Future of Employment Relations

Advances in automation, artificial intelligence, and digital monitoring technologies are transforming the organisation of work. These changes affect not only job availability but also the nature of managerial control, workplace monitoring, and skill requirements.

Guiding Questions

- How do AI-driven management tools alter power relations between workers and firms?
- What are the implications of workplace surveillance technologies for privacy, autonomy, and worker rights?
- How might automation reshape labour demand across sectors and skill categories?
- What new regulatory frameworks may be required to govern AI-driven management systems?
- How should labour institutions respond to technological displacement and skill transitions?
- Can technological innovation be aligned with improvements in job quality and working conditions?

Track 5: Social Protection, Welfare, and Portability of Rights

As employment relationships become increasingly fragmented, traditional employer-linked social protection systems face growing limitations. Ensuring access to social security for gig workers, migrants, and informal workers requires new institutional approaches to welfare provision and financing.

Guiding Questions

- How can social protection systems adapt to fragmented and non-standard employment relationships?
- What models exist for extending social security to platform and informal workers?
- How can benefits be made portable across employers, sectors, and geographic locations?
- What financing mechanisms are feasible for inclusive social protection systems?
- What role should the state, employers, and platforms play in financing worker welfare?
- How do emerging welfare innovations reshape labour market security?

Track 6: Collective Voice, Representation, and New Forms of Worker Organisation

Fragmented employment relations have also disrupted traditional forms of collective representation. Yet new forms of worker organisation—particularly among platform workers and informal workers—are emerging across different sectors and countries.

Guiding Questions

- How are trade unions adapting to fragmented and digitally mediated labour markets?
- What organisational models are emerging among platform and informal workers?
- How can labour law frameworks recognise and support new forms of worker representation?
- What role can collective bargaining play in regulating algorithmic management systems?
- How do new worker movements engage with policy processes and regulatory reform?
- What lessons can be drawn from global experiments in social dialogue and collective representation?

Important Dates

- Call for Papers: 3rd of week of March 2026
- Abstract submission deadline: May 15, 2026
- Notification of acceptance: May 25, 2026
- Conference dates: June 4-5, 2026

Selected papers may be considered for publication in an edited volume or special journal issue, subject to further review.

Brief Structure of the Conference

There will be one technical session on each of the six sub-themes. Three papers will be presented at each technical session with one keynote address. In addition, there will be Inaugural and Valedictory Sessions with Keynote addresses. There would also be a Panel Discussion before the Valedictory Session. Altogether, there will be 8 keynote addresses, one Panel Discussion involving 4 panellists and 18 Papers.

For further details, you may kindly write to:

i. Prof. Kingshuk Sarkar (kingshuk@gim.ac.in)
ii. Prof. Sebastian Morris (morris@gim.ac.in)
iii. Ms. Bernice de Souza (bernice@gim.ac.in)

The Centre for Public Policy and Governance

The Centre for Public Policy and Governance (CPPG) is one of the new initiatives of the Goa Institute of Management (GIM) and has the objective of generating and leading intellectual capital and experience to inform public policy making and governance in India and in emerging economies. The Centre attempts to explore and understand the links between the fields of management, administration, and public policy. Its philosophy is predicated on the belief that effective public policy is always deeply contextualized. The Centre aims to serve as a platform to enable discussion and analysis of public policies and their implementation.

Goa Institute of Management

The Goa Institute of Management is a leading business school focused on transforming and improving management education with the aim to prepare students to be responsive and responsible leaders,

making a difference in society. The Institute offers four two-year full-time PGDM programmes, including PGDM, PGDM-Healthcare Management, PGDM-Big Data Analytics, and PGDM-Banking, Insurance, and Financial Services. It also offers the Fellow Program in Management and a hybrid program for working executives. The Institute has a 50-acre scenic campus in Poriem, North Goa with opportunities for outdoor learning, creativity through theatre, sports, and simulation games.

^Location of the Conference: Goa Institute of Management
Near Ravindra Bhavan, Sanquelim, Poriem, Goa 403505, India
https://goo.gl/maps/YUuH9kV6GcMaHS9r7