



GOA INSTITUTE
OF MANAGEMENT
PORIEM, SATTARI, GOA



5th International Conference on Labour & Employment

Reimagining Labour Regulation in a Fragmented World of Work

On 4th and 5th June 2026

In Hybrid Mode – Via Zoom and at GIM Campus (CR 12)

Zoom Meeting Link:

<https://zoom.us/j/94828412119?pwd=gxo7zrnL7AE69NRQFnmdKLABt6Xy7B.1>

Meeting ID: 948 2841 2119

Passcode: 965913

(The same Zoom link will remain operational for both days of the Conference)

Organised by the Centre for Public Policy & Governance (CPPG) and the General Management & Public Policy Area, Goa Institute of Management in collaboration with ADAPT (Italy), Friedrich-Ebert-Stiftung (FES-India), and the Society for Labour Development (SLD).



Schedule

Day 1: 4th June 2026 (Thursday) (Venue CR 12, GIM Campus)	
9.30 am to 10.00 am	Registration
10.00 am to 11.30 am	Inaugural Session
	Inaugural Remarks: Prof. Sebastian Morris, Chair, CPPG, GIM (5 mins)
	Inaugural Address: Prof. Ajit Parulekar, Director, GIM (5 mins)
	Inaugural Remarks: Prof. D.N. Venkatesh, Dean-Academics, GIM (5 mins)
	Welcome address and setting the Context: Prof. Kingshuk Sarkar, Member, CPPG, GIM and Conference Chair (10 mins)
	Inaugural Remarks: Mr. Anurag Shanker, FES, Delhi (10 mins)
	Inaugural Remarks: Dr. Francesco Seghezzi, President, ADAPT (online) (10 mins)
	Inaugural Remarks: Ms. Ashmita Sharma, SLD, Delhi (10 mins)
	Inaugural Keynote Address: Prof. (Dr.) B T Kaul, Academic & Eminent Advocate (25 mins for address with 5 mins for Q&A)
Vote of Thanks: Ms. Aaruni Bhaje, GMPP, GIM (5 mins)	
11.30 to 11.45 am	Tea/Coffee break (Outside CR 12)
11.45 to 1.15 pm	Technical Session 1
<i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i>	
Sub-Theme 1: Platform Work, Gig Economy, and Algorithmic Control	
Chair: Dr. Sophy KJ, NLU, Delhi	
Keynote Speaker: Prof. Saurabh Bhattacharjee, NLSIU, Bangalore (20 mins for address with 5 mins for Q&A)	
Paper 1	Mohammed Anfas K (<i>in-person</i>) and Manikantha Nataraj (<i>online</i>) Algorithmic Control and Informal Labour Market in India's Gig Economy: The Case of Food and Parcel Delivery Work (10 mins)
Paper 2	Deepika M.G., Kingshuk Sarkar, Madhusoodhan M (<i>online</i>) Regulatory Responses to Categorization of Gig Work: Can India borrow from the labour legislations of the West?
Paper 3	Ambika Tandon (<i>online</i>) Organising in the Digital Economy: Field Notes from Delhi
Paper 4	Kaushiki Sanyal (<i>Online</i>) Empowerment or Exploitation: Analysis of India's Gig Economy through a Gender Lens
1.15 to 2.30 pm	Lunch Break (Venue: MDP Dining Hall)

2.30 pm to 4.30 pm	<p>Technical Session 2</p> <p><i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i></p> <p>Sub-Theme 4: Technology, AI, and the Future of Employment Relations Chair: Prof. Saurabh Bhattachajee, NLSIU, Bangalore</p>
2.30 pm to 2.55 pm	Keynote Speaker: Dr. Laurène Thil, HIVA Research Institute for Work and Society KU Lueven (<i>Online</i>) (20 mins for address with 5 mins for Q&A)
2.55 pm to 3.55 pm	<p>Panel Discussion led by FES, Delhi</p> <p><i>Topic: Technology, Artificial Intelligence, and the Future of Employment Relations</i></p> <p>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.</p> <p>Panelists: Ms. Shahnaz Rafique, Secretary, INTUC Mr. Arvind Shrouti, Founder, Option Positive Ms. Deepa Padmar, Senior Resident Fellow, Vidhi Centre for Legal Policy</p> <p>Moderated by Mr. Anurag Shanker, Senior Program Adviser, Socio Economic Transformation, FES</p>
3.55 pm to 4.30 pm	Simran Jain (<i>in-person</i>), Krishna Muniyoor & Balakrushna Padhi
Paper 1	Does the Digitalisation of Financial Services Promote Women's Employment?: Empirical Evidence from Global Findex 2017–2024
Paper 2	Rahul Suresh Sapkal (<i>online</i>), Prachi Sanjay Tayade (<i>in person</i>), Kiran Mhaske (<i>in-person</i>) Technological Change, Occupational Structure, and Wage Inequality in India: The Role of Trade Unions and Labour Regulations
Paper 3	Anshumaan Goel (<i>online</i>) The Algorithmic Bureaucrat- Navigating Human-Algorithm Interaction (HAI) Skills in the Age of GenAI
4.30 pm to 4.45 pm	Tea/Coffee break (Outside CR 12)
4.45 pm to 6.15 pm	<p>Technical Session 3</p> <p>Sub-Theme 2: Labour Codes, Deregulation, and Regulatory Capacity</p> <p><i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i></p> <p>Chair: Prof. Kingshuk Sarkar, CPPG, GIM Keynote Speaker: Dr. Rajen Mehrotra, Ex-ILO, Senior</p>

	Employers' Specialist for South Asian Region (<i>20 mins for address with 5 mins for Q&A</i>)
Paper 1	Binit Lakra, Aditi S. Khalkho (<i>online</i>) The New Labour Codes and the precarious situation of the Contract Workers: A Study from the state of Jharkhand
Paper 2	Munmunlisa Mohanty, Prof. Raju K.D & Prof. Dipa Dube (<i>online</i>) Sustainability of Fragmented Workforce Arrangements and Precarity of Agency Labour in India: Harmonising the OSH Code 2020 with the ILO Decent Work Agenda
Paper 3	Shonima Nelliati (<i>in-person</i>), Basit Abdullah Labour Flexibility and Regulatory Continuity in India's IT-ITES Sector from Liberalisation to the Labour Codes
Paper 4	Shweta Shailesh Dubey, Dolly Sunny (<i>online</i>) Structural Vulnerabilities under Labour Codes: A Study of Women Migrant Workers in Mumbai's Construction Sector
Paper 5	Indrajit Bairagya (<i>online</i>) What Makes the Skill Development Program (Less) Effective? Estimating Horizontal Skill Mismatch among Vocationally Trained Individuals in India
Gala Dinner: 6.30 PM onwards (Venue: Executive Dining Hall)	
END OF DAY 1	
Day 2 – 5th June 2026 (Friday) (Venue CR 12, GIM Campus)	
10.00 am to 11.30 am	Technical Session 4 <i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i>
	Sub-Theme 3: Informality, Precarity, and New Forms of Vulnerability
	Chair: Ms. Ashmita Sharma, SLD, Delhi Keynote Speaker: Dr. Sophy KJ, NLU, Delhi (<i>20 mins for address with 5 mins for Q&A</i>)
Paper 1	Ajit Dayanandan and Rajesh Many (<i>in-person</i>) Digital Capital Deepening and Labour Share Dynamics: Evidence from the Indian Corporate Sector, 2010-2025
Paper 2	Ritwika Patgiri (<i>online</i>) Locating the Handloom Weavers of Assam in the Informal Sector: Dynamics of Labour and Production
Paper 3	Shirin Akhter Naqvi, Ganita Bhupal (<i>online</i>) Care-Burdened Growth and the Feminisation of Precarious Labour in India: Rethinking Women's Labour Force Participation through PLFS Evidence
Paper 4	Anjana Kesav C (<i>online</i>) Informalisation of the Formal Sector: A Study of the Indian Banking Sector Workers
Paper 5	Ishan Vats (<i>online</i>) A Statutory Address for Informality: Fixed-Term Employment, Regulatory Design, and the Limits of Legislative Recognition in India and Japan
11.30 to 11.45 am	Tea/Coffee break (Outside CR 12)

11.45 am to 1.15 pm	<p>Technical Session 5</p> <p><i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i></p> <p>Sub-Theme 5: Social Protection, Welfare, and Portability of Rights Chair: Ms. Shahnaz Rafique, Secretary, INTUC Keynote address: Dr. Ellina Samantroy, V V Giri National Labour Institute, Noida (20 mins for address with 5 mins for Q&A)</p>
Paper 1	Poulami Chakraborty (<i>in-person</i>) and Kingshuk Sarkar Women's Participation in Construction Activities: Reflections from West Bengal
Paper 2	Ajit Jha, Kriti Bhagat (<i>in-person</i>) Informality and Labour Subcontracting in Construction: A Case Study of India
Paper 3	Isha Gangwani (<i>online</i>) Tracing Informality in Indian Manufacturing: Evidence from National Surveys
Paper 4	Sumana Lahiri (<i>online</i>) School-Work Compression in Informal Handloom Households
1.15 pm to 2.30 pm	Lunch Break (Venue: MDP Dining Hall)
2.30 pm to 4.00 pm	<p>Technical Session 6</p> <p><i>Each paper presenter will be allotted 10 minutes for the presentation of their paper. Following the presentations, the Session Chair will moderate a discussion comprising questions, comments, and feedback from the Chair and participants. The combined interaction and Q&A segment will be approximately 15-20 minutes in duration.</i></p> <p>Sub-Theme 6: Collective Voice, Representation, and New Unionisms Chair: Dr. Ellina Samantroy, VVG NLI, Noida</p>
2.30 pm to 3.30 pm	<p>Panel Discussion led by Society for Labour & Development, Delhi</p> <p><i>Topic: Reimagining Labour Organising in Informal Economies</i></p> <p>Panellists: Prof. Ritu Dewan, Ex-Professor, Mumbai University Mr. Ashim Roy, General Secretary, HMKP Mr. Saurav Jyoti Gogoi, SLD Ms. Punya Bakshi, SLD</p> <p>Moderated by Ms. Ashmita Sharma, SLD</p>
3.30 pm to 4.00 pm	Avanindra Nath Thakur and Priyanshi Chaudhary (<i>online</i>) Labour Flexibility and Formal Manufacturing in India: Evidence from State-Level Retrenchment Reforms
Paper 1	
Paper 2	Dolly Sunny (<i>online</i>) Labour Dynamics of the Indian Startup Ecosystem- Evidence from Mumbai & Navi Mumbai, India
Paper 3	Sukanya Das, Coral Jasmine Barboza & Ayanendu Sanyal (<i>online</i>) Invisible Managerialism in Virtual Universities: Transformation of

	Academic Autonomy through Algorithmic Authority
4.00 pm to 4.30 pm	Tea/Coffee break (Outside CR 12)
4.30 pm to 5.30 pm	Valedictory Session
	Chair: Prof Sebastian Morris
	Valedictory Address: Prof. Aditya Bhattacharjea, Former Senior Professor and Head, Dept of Economics, Delhi School of Economics (25 mins for address with 5 mins for Q&A)
	Concluding Remarks: Prof. Ajit Parulekar, Director, GIM and Prof. D N Venkatesh, Dean – Academics, GIM (10 mins)
	Summing up and Concluding Remarks: Prof. Kingshuk Sarkar, Member, CPPG, GIM and Conference Chair (10 mins)
	Distribution of Certificates (10 mins)
	Vote of Thanks: Ms. Jeenisha Khorjuvenkar, GMPP Area, GIM

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