

2nd Edition of INDIA LABOUR CONFERENCE 2025			
Organized by Centre for Employment Relations and Labour Studies			
Indian Institute of Management Kozhikode			
Venue: MDC Class Room - C4			
Date: 28th - 29th March, 2025			
Programme Schedule			
Day 01	28 March 2025 - Event	Time	Programme
28.3.2025		9:00-9:45	Registration
	Inauguration Ceremony	10.00-10.05	Lighting of Lamp
		10.05-10.15	Introductory address Dr. Manoranjan Dhal, Professor and Head of Center for Employment Relations and Labour Studies, IIM Kozhikode
		10.15-10.30	Welcome address, Dr. Debashis Chatterjee, Director, IIM Kozhikode
		10.30-10.50	Address by Chief Guest - Ms Bharti Birla, Enterprise Development Specialist, International Labour Organisation (ILO)
		10.50-11.20	Key note Address - Dr Ravi Raman, Member, State Planning Board, Kerala
		11.20-11.30	Book Release and Vote of Thanks
		11.30-11.45	Group Photograph & Tea Break
	Paper Presentation Session 1 : Theme - Labour Market and Management	11.45-11.50	Opening Remark - Prof. Surya Prakash Pati
		11.50-12.10	1.Micro learning in Compliance training of labors Divya D S Rajan, Subi Mol G S (St.Xavier's Catholic College of Engineering, Tamil Nadu)
		12.10-12.30	2.Is It "Decent" or "In-decent"? Examining Labor Control Regime In the Software Outsourcing Industry Shonima Nelliath (Centre for Development Studies, Kerala)
		12.30-12.50	3.Algorithmic control as an affective event: Navigating the emotional terrain of ride-hailing worker's customer-directed counterproductive work behaviour and customer-oriented citizenship behaviour with fairness at the helm Raksha Dubey (Jaipuria Institute of Management, Lucknow)
		12.50- 13.10	4.Organizational Resilience: Examining the impact of Compassion at Work on Happiness through Moderated Mediation Analysis Kulwinder Kaur (IIM Jammu), Sonu Kumari, Panipat Institute of Engineering & Technology (Haryana)
		13.10-13.15	Remark by Session Chairperson Prof. Surya Prakash Pati
		13.15-14.30	Lunch Break @ Sarovar Restaurant
	Paper Presentation Session 2 Theme: Gender Equality And Decent Work	14.30-14.35	Opening Remark - Prof. Payal Anand
		14.35-14.55	1.The Career-Motherhood Tightrope: Examining Impact Of Maternity Leave On Women's' Career Trajectory In It And Banking Sector Niveditha K, School of Legal Studies, CUSAT
		14.55-15.15	2.Do Financial Intermediation Services Enhance the Financial Well-being of Women in Community-Based Organizations? A Serial Mediation Model Samanwita Mishra, Chandan Kumar Sahoo (NIT Rourkela) (Online)
		15.15-15.35	3.Unpaid childcare vs. female employment in India: Can ECCE help? Deepthi Madhu, Amrita Roy (IIT Palakkad)
		15.35-15.55	4.Making the unheard voices heard; the emergence of Penkoottu, Kerala's First Women's Trade Union Athena S Joseph (IIM Kozhikode)
		15.55-16.00	Remark by Session Chairperson Prof. Payal Anand
		16.00-16.20	Tea Break @ near MDC class room - C4
	Social Dialogue : Panel Discussion	16.20-16.35	Opening Remark (Moderator) - Prof. Surya Prakash Pati
		16.35-16.50	Ms Bharti Birla, Enterprise Development Specialist, International Labour Organisation (ILO)
		16.50-17.05	Vinod Kumar, Head of Human Resources, Harisson Malyalam
		17.05-17.20	Mr. Benoy Peter, Executive Director, Centre for Migration and Inclusive Development
		17.20-17.35	Mr. Mani Kansal, General Manager, HCL Technology
		17.35-17.50	Mr. Umi Daniel, Director, Migration and Education, Aide at Action International
		17.50-18.05	Dr. M.P Padmanabhan, General Secretary, INTUC (Kerala Branch)
		18.05-18.40	Q&A and Concluding remarks
		19.30-21:30	Conference Dinner @ Sarovar Restaurant

Day 02	29 March 2025 - Event	Time	Programme
29.3.2025	Paper Presentation Session 3 : Theme - Employee Wellbeing and Psychological Safety at Work	9.30-9.35	Opening Remark - Prof. Priya Nair
		9.35-9.55	1.Exploring Multidimensional Perspectives on Mental Health and Well-Being: A Comprehensive Review of Contemporary Research Literature Uddagiri Yojitha, Lakshmi Narayanamma Poli (Vignan's Foundation for Science, Technology and Research)
		9.55-10.15	2.Navigating Trust Ambivalence: Comparative Trust Dynamics in Clerical and Officer Unions in India's Public Sector Prakriti Soral, Paulamee Sinha (IIM Raipur)
		10.15-10.35	3.Workplace Incivility and Its Ripple Effect: Unraveling the Impact on Employee Well-Being, Turnover, and Organizational Health Mukul Pandey, Anandi Das, Sravani Bokka, Sandeep Badola, Shubh Gupta, Siddharth Gautam (IIM Indore)
		10.35-10.55	4.Coping with differential experiences of occupational stigma: Role of affirmational support ties Surya Prakash Pati (IIM Kozhikode) , Prakriti Soral (IIM Raipur)
		10.55-11.15	5.Influence of Employee Silence on Employees' Commitment in Select Higher Educational Institutions of India Alisha Samad (Gossner College, Ranchi)
		11.15-11.20	Remark by session Chair By Prof. Priya Nair
		<b>11.20-11.30</b>	<b>Tea Break @ near MDC class room - C4</b>
	Paper Presentation Session 4 Theme: Navigating Decent Work Through The Lens Of The Marginalized	11.30-11.35	Opening Remark - Prof. Shannu Narayan
		11.35-11.55	1.The Invisible Spectrum: From Decent to Precarious- A Typology of Work in India Ishan Vats, Manoranjan Dhal (IIM Kozhikode)
		11.55-12.15	2.Public Policy, Social Protection, and Tribal Welfare: Lessons from COVID-19 in India Dhananjay Patra (Pune Institute of Business Management), Sudhakar Pal (Kalahandi University), Antu Jana (Ravenshaw University)
		12.15-12.35	3.The Impact Of Covid-19 On Higher Education Student's Attitudes And Sustainability Anupam Sharma (Thapar Institute of Engineering & Technology, Patiala)
		12.35- 12.55	4.Platform workers' experiences in the Online Food Delivery sector in India Neha Arya (Indian Institute of Technology, Delhi)
		12.55-13.00	Remark by Session Chair by Prof. Shannu Narayan
		<b>13.00-14.30</b>	<b>Lunch Break @ Sarovar Restaurant</b>
	Paper Presentation Session 5 Theme: Labour Migration: Opportunities and Challenges	14.30-14.50	Opening Remark - Prof. Chitwan Lalji
		14.50-15.10	1.Resilient Paradise for Migrants S Megha Nair (IIM Trichy)
		15.10-15.30	2.Connecting Opportunities: The Impact of Mobile Phones on Migrant Workers, evidence from a Field Study in Kerala, India M P Jayesh (Christ University), Jayan Jose Thomas ( IIT Delhi)
		15.30-15.50	3.Evolution of Labour Management Practices in Madras Automobile Cluster Subramanian S (IIM Kozhikode)
		15.50-16.10	4.The 'Becoming' of a Footloose Labour Explorations of the Lives of the Informal Internal Migrant Labourers in India Taniya Banerjee (CERLS, IIM Kozhikode)
		16.10-16.15	Remark by Session Chair by Prof. Chitwan Lalji
		<b>16.15-16.25</b>	<b>Tea Break @ near MDC class room - C4</b>
		16.25-16.40	Concluding Remarks Prof. Chitwan Lalji Assistant Professor (Economics) Centre For Employment Relations And Labour Studies, Indian Institute Of Management Kozhikode
		16.40-17.00	Valedictory Address by Mr. Sajid Iqbal (VP HR, GE transportation)
		17.00-17.20	Best Paper Award/Felicitation of Participants
		17.20-17.30	Vote Of Thanks
		<b>17.30-18.00</b>	<b>High Tea @ near MDC class room - C4</b>