उद्योग संवर्धन और आंतरिक व्यापार विभाग
DEPARTMENT FOR PROMOTION OF INDUSTRY AND INTERNAL TRADE

CIILE
CENTER FOR INNOVATION INCUBATION AND LEGAL ENTREPRENEURSHIP
CNLU PATNA

DPIIT-IPR CHAIR & CIILE

CHANAKYA NATIONAL LAW UNIVERSITY

Patna, India

presents

INTERNATIONAL CONFERENCE:

on

Management of Human Resources for Incubation, Invention and *Commercialization of* Intellectual Property Assets:

Global Perspective

Revised Conference and Abstract Submission Dates

DATE & MODE

Date: **19th April 2026 (Revised)**

Mode: Hybrid (Online – MS Teams, Offline – CNLU Campus)

IMPORTANT DEADLINES

- Abstract Submission (Extended): **31st March 2026**
- Registration Deadline: **10th April 2026**

About Bihar

Bihar is one of the world's oldest living civilisations and a land of rich historical, cultural, and spiritual heritage. For centuries, it has been a centre of learning, philosophy, and democratic traditions. Hosting this conference in Bihar offers participants a unique opportunity to engage in meaningful academic discussions while experiencing a region that has shaped important ideas related to education, peace, and social development.

Bihar is globally recognised as the land of Lord Buddha and Lord Mahavira. Bodh Gaya, where Lord Buddha attained enlightenment, is located about 110 km from Patna and is a UNESCO World Heritage Site visited by pilgrims and tourists from across the world. Other major heritage destinations include Nalanda (about 95 km from Patna), the site of the ancient Nalanda University; Rajgir (about 100 km), an important Buddhist and Jain centre surrounded by scenic hills; Vaishali (about 55 km), known as one of the earliest republics in world history; and Pawapuri (about 90 km), a sacred Jain pilgrimage site.

Patna, the capital city of Bihar, blends ancient history with modern urban life. Important attractions within the city include Takht Sri Patna Sahib Gurudwara, Golghar, Gandhi Maidan, the Bihar Museum, and the Patna Museum. The city also offers a range of hotels, conference facilities, local cuisine, and shopping options, making it comfortable and welcoming for national and international delegates.

For nature and wildlife enthusiasts, the Valmiki Tiger Reserve, located about 260 km from Patna, offers forests and rich biodiversity. Bihar is also well known for its traditional art forms such as Madhubani painting, handloom textiles, folk music, and vibrant festivals like Chhath Puja, which reflect the state's close connection with nature and cultural traditions.

Patna serves as a convenient base for exploring Bihar, with good road and rail connectivity to all major tourist destinations. Many important sites can be visited as day trips or short excursions, allowing conference participants to combine academic engagement with cultural and heritage tourism.

How to Reach Patna

By Air:

Patna is served by Jay Prakash Narayan International Airport (PAT), which has regular domestic flights from major Indian cities such as Delhi, Mumbai, Kolkata, Bengaluru, and Chennai. In addition, Gaya International Airport (GAY), located about 110 km from Patna, operates international and charter flights, particularly from East and Southeast Asian countries, and serves as a key gateway for visitors to Bodh Gaya. International delegates can conveniently arrive via Delhi, Kolkata, or Gaya, and travel onward to Patna by road or rail.

By Rail:

Patna is a major railway hub in eastern India. Patna Junction, Rajendra Nagar Terminal, and Danapur Station are well connected to all major cities across the country through express and superfast trains.

By Road:

Patna has good road connectivity through national and state highways. Comfortable bus services and taxis are available from nearby cities and major tourist destinations within Bihar.

About Chanakya National Law University

In the state of Bihar, where the seeds of the earliest republic were sown and the crop of democracy cultivated, a need was felt by the government for a university which would provide quality legal education and strive to raise the national legal standards to competitive international level and promote legal awareness in the community, which will lead to realisation of goals embodied in the Constitution of India. Thus, on July 15th, 2006 came into being Chanakya National Law University (CNLU) at Patna by the Government of Bihar (Bihar Act No. 24 of 2006) as a public university dedicated to the field of legal education. The Hon'ble Chief Justice, Patna High Court is the ex-officio Chancellor of the university. Prof. Dr. Faizan Mustafa is the Vice-Chancellor of CNLU, Patna. The CNLU is running five years B.A.-LL.B., B.B.A.-LL.B., LL.M., PG Diploma and Doctoral programs. CNLU has also started 3 Years LL.B. course in 2025. This is one of the Premier Academic and Research University in India.

About DPIIT IPR CHAIR & CIILE

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The DPIIT–IPR Chair of Chanakya National Law University (CNLU), Patna, was instituted under the visionary initiative of the Department for Promotion of Industry and Internal Trade (DPIIT), Ministry of Commerce & Industry, Government of India. The Chair plays a pivotal role in advancing high-quality research, academic discourse, policy formulation, and capacity-building in the domain of Intellectual Property Rights (IPR). It serves as a crucial bridge between academia and policymaking, enabling the development of informed, pragmatic, and future-ready IP frameworks that respond to emerging technological and creative challenges.

CIILE
CENTER FOR INNOVATION INCUBATION AND LEGAL ENTREPRENEURSHIP
CNLU PATNA

Centre for Innovation, Incubation and Legal Entrepreneurship (CIILE) is a Not-for-Profit Centre at the Chanakya National Law University, Patna. CIILE (CNLU, Patna) encourages startup in the areas of Legal and social Entrepreneurship within the institute and the society at large. The goal of CIIE is to promote start-ups and entrepreneurship as a viable career option and as a means to make a social and strategic impact.

Concept Note

India's **National Intellectual Property Rights Policy, 2016** recognizes *human capital development* as a foundational pillar for building a vibrant and innovation-driven IP ecosystem. The Policy emphasizes the need for awareness creation, skill development, institutional capacity building, and integration of intellectual property knowledge across professional and educational domains. This seminar is conceived in direct alignment with that national vision, foregrounding the pivotal role of human resources in generating, managing, and leveraging intellectual property assets. By examining how recruitment strategies, training systems, research cultures, contractual frameworks, and incentive mechanisms shape innovation outcomes, the seminar seeks to translate the Policy's normative aspirations into concrete academic, managerial, and governance discussions. In doing so, it positions the IPR–HR interface as not merely an organizational concern, but as a strategic lever for strengthening India's innovation capacity and knowledge economy.In the today's knowledge-driven economy, intellectual capital has emerged as one of the most valuable assets of organizations. Innovations, patents, trade secrets, copyrights, designs, and proprietary know-how increasingly determine organizational competitiveness and national economic growth. At the heart of these intangible assets lie human resources the creativity, expertise, and problem-solving capacities of employees, researchers, engineers, designers, and managers. Consequently, the interface between Human Resource Management (HRM) and Intellectual Property Rights (IPR) has become a critical area of academic inquiry and professional practice. Traditionally, IPR has been examined primarily through legal and policy-oriented lenses, focusing on ownership, registration, enforcement and dispute resolution. HRM, on the other hand, has concentrated on recruitment, performance management, learning and development, compensation and employee relations. However, in innovation-intensive sectors such as technology, pharmaceuticals, creative industries, and research-driven service organizations, HR and IPR are closely interdependent. HR policies integrate intellectual property through talent acquisition, incentive structures, research cultures, and collaborative practices, while IPR regimes shape employment contracts, confidentiality obligations, mobility of employees, and knowledge-sharing mechanisms. The relationship between Intellectual Property Rights and Human Resource Management is both structural and strategic. Research and development labs are the primary generators of inventions, creative works, proprietary processes, and confidential business information, making HR systems the first institutional interface through which intellectual property is managed and governed. Recruitment policies determine the inflow of knowledge capital; training programmes shape IP awareness and compliance; and employment contracts regulate ownership, disclosure, and post-employment use of knowledge. Simultaneously, IPR frameworks constrain and inform HR practices by defining inventorship, moral rights, confidentiality obligations, and permissible mobility of skilled labour. This interconnection positions HRM not merely as an administrative function but as a central governance mechanism for intellectual property creation, protection, and commercialization within modern organizations.

This academic seminar seeks to explore the interlink between HRM and IPR by bringing together scholars, legal practitioners, policymakers and industry professionals. The seminar aims to foster interdisciplinary dialogue on how organizations can strategically manage human resources to promote innovation while ensuring effective protection, commercialization, and ethical use of intellectual property assets. The seminar will also engage with contemporary challenges such as open innovation, collaborative research networks, start-up ecosystems, and cross-border employment relationships, all of which complicate traditional notions of ownership and control over knowledge assets. By integrating legal frameworks with strategic HR perspectives, the seminar seeks to contributes in policy development, organizational best practices, and future research agendas in the interdisciplinary field. Ultimately, the seminar aims to highlight that intellectual property is not merely a legal construct but a human-created resource one that must be nurtured, governed, and leveraged through thoughtful and forward-looking HR practices.

Themes and Sub – themes of conference

Theme 1: Human Capital Development and the IPR Ecosystem

- IP literacy and awareness programmes in organizations
- Skill development for patent drafting and commercialization
- HR's role in implementing national IP strategies
- Integrating IP education in universities and professional training

Theme 2: HRM Practices for Innovation and IP Creation

- Recruitment strategies for R&D-intensive roles
- Performance management linked to inventive output
- Reward systems for patents and creative works
- Organizational culture and knowledge sharing
- Learning systems that stimulate innovation

Theme 3: Employment Relationships and Ownership of Intellectual Property

- Employee-inventor rights and obligations
- Assignment of inventions in employment contracts
- Faculty and student IP in academic institutions
- Moral rights and attribution
- Joint inventorship in collaborative projects

Theme 4: Contracts, Confidentiality and Trade Secrets Governance

- Non-disclosure agreements and secrecy regimes
- Trade secret protection through HR policies
- Non-compete clauses and employee mobility
- Exit management and knowledge leakage
- Data protection and workplace confidentiality

Theme 5: HR and IP Governance in Universities, R&D Institutions and Start-ups

- Technology transfer offices and HR coordination
- Founder–employee IP arrangements in start-ups
- Industry–academia collaboration models
- Managing IP portfolios in early-stage ventures

Theme 6: Open Innovation, Collaboration and Knowledge Networks

- HR challenges in collaborative research projects
- Managing knowledge flows across organizations
- Licensing strategies and workforce implications
- Global research teams and cross-border IP

Theme 7: Emerging Technologies and Future HR–IP Challenges

- Artificial intelligence and inventorship debates
- Digital labour platforms and creative ownership
- Remote workforces and IP compliance
- Automation and knowledge capture systems
- HR governance in data-driven innovation

Theme 8: Ethics, Policy and Strategic Governance of Human-Created IP

- Ethical attribution and recognition of creators
- Responsible innovation and HR accountability
- Policy coherence between labour law and IP law
- Inclusion, diversity and innovation systems
- Strategic alignment of HR, legal and business functions

PUBLICATION OPPORTUNITY

Selected high-quality papers presented at the conference after a rigorous double-blind peer review will be published in a special issue with an ISBN/ISSN No.

Paper Submission Guidelines

- Submission must include the followings:
  i. Cover page
  ii. Abstract (word limit : not more than 500 words & 5 keywords)
  iii. Full paper (word limit : 6000 – 10000 words)
  iv. The Abstract and Full paper must be submitted in MS WORD / Docx format.
- The main text of the full paper & the abstract should be in Times New Roman with font size 12, heading font size 14 and line spacing of 1.5
- The footnotes should be in Times New Roman, font size 10 with spacing of 1.0 (Endnotes are not permitted).
- One inch margins should be maintained on all four sides of the pages.
- Citation style: Bluebook, 20th Edition or APA
- All submissions must be made in the English language only.
- The paper should be original and unpublished work of the author(s) and any form of plagiarism is strictly prohibited.
- Plagiarism criteria: The maximum permissible limit will be 10% similarity (excluding footnotes). AI content will be strictly rejected.
- Copyright : The contribution presented to and accepted for publication and the copyright therein shall be the DPIIT- IPR Chair, CNLU Patna & CIILE.
- The cover page shall consist of the following details:
  Title of the paper , name of the author(s), official designation, institution details, email-id, contact details of the author(s). [It is mandatory to mention email-id as all future correspondence will be through it.]
- Acceptance of Abstract shall be communicated separately via mail.
- Participants are requested to send their final papers to *cnludpiitiprchair@gmail.com* on or before the stipulated date.

NOTE TO PARTICIPANTS

- Paper presenters (author & co-author if applicable) must pay registration fees.
- Once registration fees is paid NO refunds will be issued.
- All participants will be provided a certificate of participation.
- The best paper presenter from each theme track will be given a certificate of merit.
- All presenters and participants must fully cover their travel related & accommodation expenses of offline sessions.
- **For publication, full paper has to be submitted by 30th April 2026**

Registration Details

TARGET AUDIENCE:

- Academicians, Researchers and Students of Management, Law, Business, Technology etc.
- IP Attorneys, Lawyers and Legal Practitioners.

REGISTRATION FEES (Paper Presentation)

OFFLINE	ONLINE
Foreign Nationals: • Academicians : USD $50 • Researchers & Students : USD $40	**Foreign Nationals**: • Academicians : USD $40 • Researchers & Students : USD $30
Indian Nationals: • **Academicians** : ₹ 2000 (Co-Author ₹ 2500) • **Researchers**: ₹ 1500 (Co-Authors ₹ 2000) • **Students** : ₹ 1000 (Co-Authors ₹ 1500)	**Indian Nationals**: • **Academicians** : ₹ 1000 (Co-Author ₹ 1500) • **Researchers**: ₹ 750 (Co-Authors ₹ 1000) • **Students** : ₹ 500 (Co- Authors ₹ 750)

REGISTRATION FEE (Participation only)

OFFLINE	ONLINE
• Foreign Nationals - USD $20 • Indian Nationals - ₹ 500	• Foreign Nationals – USD $10 • Indian Nationals - ₹ 300

IMPORTANT INSTRUCTION

- Co- Authorship is limited to 2 persons only.
- For offline attendees registration is mandatory.
- **Registration can be done after acceptance of Abstract.**

MODE OF PAYMENT

Account Holder's Name : IPR Chair Professor
Bank : Central Bank Of India, Mithapur Bus Stand, Patna
A/C : 5395772673
IFSC Code : CBIN0284778
SWIFT Code : CBININBBPAT

SCAN TO PAY

Important Dates

Last Date of Work in Progress/ Extended Abstarct Submission for presentation in Seminar
31st March 2026

Confirmation of Acceptance
5th April 2026

Last Date for Registration
10th April 2026

Conference (Hybrid Mode: Online MS Teams, Offline CNLU Campus) Time: 10:00 a.m to 6:00 p.m : **19th April 2026**

For publication, full paper submission last date: **20th May 2026**

IMPORTANT LINKS

- Abstract Submission : https://forms.gle/xkTq75VFRKJHYRAx9
- Conference Registration Link: https://forms.gle/UBk9fVt2sEj1SiHYA

Organising Committee

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Prof. (Dr.) Faizan Mustafa
Vice – Chancellor, CNLU, Patna

ORGANISING SECRETARY
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Ujjawal Narayan, *Research Scholar*

IMPORTANT:

For any queries, please contact:

Email : *cnludpiitiprchair@gmail.com*

Phone : 7667074426, 8969767406, 9818012429 (Timing 10am - 5pm only)

WhatsApp: 9818012429