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**CENTRE FOR LABOUR LAW
RESEARCH AND ADVOCACY**



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CONTENTS

| | |
|---|----|
| About CLLRA..... | i |
| Editor's Note..... | i |
| Landmark Labour Judgements..... | 1 |
| Policy and Legislative Updates..... | 8 |
| Desk Dispatches..... | 10 |
| • Voices of Dissent: Verses and Words of Workers- Ambika Sharma | |
| • Narratives of Structural Inequality and Invisibility, a short report from Telibagh/Alambagh Labour Market, Lucknow | |
| Domestic Labour News..... | 16 |
| International Labour News..... | 19 |
| Publications: Articles..... | 20 |
| Books..... | 24 |
| Opportunities..... | 25 |
| Editorial Team..... | 26 |

The Centre for Labour Law Research and Advocacy (CLLRA) was established in August 2022 at the National Law University Delhi (NLUD) to revitalize Labour Law research in the context of evolving work structures and legal frameworks. The Centre focuses on a 'bottom-up' approach to address livelihood issues and aims to bring about social change and improve the quality of life for the most neglected sections of working people in India through the Rule of Law. The three-tiered team of CLLRA contains Institutional Patrons, an Advisory Board and a Centre Management team under the supervision of Dr. Sophy K.J., Director of CLLRA. The Centre's pedagogy is the use of "Praxis" i.e., the use of "Theory" and "Practice", always ensuring that one informs the other. Hence there will always be special efforts to listen to problems and insights that emerge from the grassroots and to specialised scholars from relevant social sciences with a critical mind. The Centre is open to learning and using lessons derived from International standards, Comparative jurisprudence, Constitutional law, Statutory law, case law and experiential learning. CLLRA remains particularly sensitive to deriving insights from the 'feminist movement' in the struggle against patriarchy, the movement of 'persons with disabilities', the 'child rights movement', and especially the social movements of the excluded and marginalised people, to seriously internalise different perspectives and contribute substantially to the realisation of an inclusive society.

'Labour Law Insights', started as there is a need for renewed thinking to reinvigorate Labour Law in the context of debates on new work, new employment relations and new legal frameworks. The lack of exchange and sharing of information on labour law and policy updates through a consistent medium has created a vacuum in the assimilation of knowledge around the discipline. It attempts to fill in this gap by bringing forth important judicial discourse, legislative updates, scholarly discussions and information on labour to the readers. It aims to reach a wider audience, inclusive of both students and researchers and therefore, opportunities for career/future learning are also included in the Labour Law Insights. At the very outset, it is necessary to clarify that in today's context when we say 'labour', we must take it to mean the entire 'workforce' in our society. The Centre will strive to study conditions in which all working people can live with dignity. There is an increasing need to study various anti-poverty and social justice measures with labour-related entitlements so that the workforce can access a package of measures which contributes to their enhanced quality of life. The 'Labour Law Insights' has four primary objectives:

- (i) disseminating legal knowledge by conveying developments in Indian labour laws,
- (ii) elucidating precedent through curated case laws,
- (iii) cultivating awareness about legal rights and safety among the workforce, and
- (iv) fostering scholarly discourse on labour law topics.

Labour Law Insights commits to providing an informative platform that enhances understanding of labour laws and their profound impact on the Indian labour landscape. Hope you will read and write to us at cllra@nludelhi.ac.in with your feedback.

Best regards,
Sophy

>>> DECEMBER 2024 <<<

LABOUR LAW INSIGHTS

Decoding Labour Discourse: Insights, Updates, and Analysis

LANDMARK LABOUR JUDGEMENTS

Supreme Court

Deputation

UNION OF INDIA V. PHANI BHUSAN KUNDU & ORS., CIVIL APPEAL NO. 22850 OF 2024**DEPUTATION DOES NOT ALTER THE FUNDAMENTAL EMPLOYER-EMPLOYEE RELATIONSHIP, AND PENSIONARY BENEFITS MUST BE DETERMINED BASED ON THE ORIGINAL SERVICE CONDITIONS**

Facts: The respondent was a state government employee who had worked on deputation in a central government department. After retirement, he claimed pensionary benefits under the Central Civil Services (CCS) Pension Rules, arguing that his deputation service should be considered as central government service for pension purposes. The state government contended that since he was originally employed by the state, his pension entitlement should be governed by state rules rather than CCS Rules.

Judgment: The Supreme Court held that a state government employee who served on deputation in a central government department is not entitled to pension under the CCS Pension Rules. The Court emphasized that deputation does not alter the fundamental employer-employee relationship, and pensionary benefits must be determined based on the original service conditions. The claim for pension under CCS Rules was accordingly rejected.

Merit-cum-seniority

DHARMENDRA KUMAR SINGH & ORS. V. THE HON'BLE HIGH COURT OF JHARKHAND & ORS., 2025 INSC 72**THE PRINCIPLE OF MERIT-CUM-SENIORITY REQUIRES A HOLISTIC ASSESSMENT OF CANDIDATES' ELIGIBILITY, AND STRICT ADHERENCE TO THE MERIT LIST SHOULD NOT OVERRIDE CONSIDERATION OF SUITABILITY**

Facts: The case involved judicial officers in the Jharkhand judiciary seeking promotion as District Judges under the merit-cum-seniority quota. Their candidatures were overlooked because they did not secure a place in the merit list, as those with higher marks were promoted first. The petitioners contended that the merit-cum-seniority principle requires that eligible candidates should not be denied promotion solely based on ranking in the merit list if they meet suitability criteria.

Judgment: The Supreme Court held that promotions under the merit-cum-seniority quota cannot be denied to suitable candidates merely because they do not appear at the top of the merit list. The Court emphasized that the principle of merit-cum-seniority requires a holistic assessment of candidates' eligibility, and strict adherence to the merit list should not override consideration of suitability. The Court directed reconsideration of the affected candidates for promotion.

Experience

**NUTAN DR. SHARMAD V. STATE OF KERALA AND OTHERS, 2025 INSC 70HARTI
GRAM VIDYAPITH V. GOVERNMENT OF GUJARAT, 2024 INSC 935****RIGID INTERPRETATION SHOULD NOT LEAD TO AN UNJUST EXCLUSION OF OTHERWISE
COMPETENT INDIVIDUALS**

Facts: The case revolved around the interpretation of experience requirements for employment eligibility. The employer rejected a candidate's application on the grounds that the required work experience must be post-qualification, whereas the candidate argued that their pre-qualification experience should also be considered.

Judgment: The Supreme Court held that while employers generally insist on experience gained after obtaining the requisite qualification, exceptions may exist depending on the nature of the job, the wording of the eligibility criteria, and the candidate's demonstrated competence. The Court emphasized that rigid interpretation should not lead to an unjust exclusion of otherwise competent individuals and directed reconsideration of the petitioner's case.

Voluntary transfer

**GEETHA V M & ORS V. RETHNASENAN K. & ORS., CIVIL APPEAL NOS. 3994-3997
OF 2024****EMPLOYEES SEEKING VOLUNTARY TRANSFERS CANNOT CLAIM THE SAME BENEFITS AND
PROTECTIONS APPLICABLE TO COMPULSORY TRANSFERS.**

Facts: The petitioner, a government employee, was transferred upon their own request. Later, they sought benefits and protections applicable to transfers made in public interest or due to administrative exigencies. The government denied these benefits, arguing that a voluntary transfer does not qualify for the same treatment.

Judgment: The Supreme Court ruled that a transfer made at an employee's request cannot be equated with a transfer made in public interest or due to administrative exigencies. The Court emphasized that employees seeking voluntary transfers cannot claim the same benefits and protections applicable to compulsory transfers. Accordingly, the petition was dismissed.

Cooperative
Federalism**STATE OF WEST BENGAL V. DR. SANAT KUMAR GHOSH & ORS., SPECIAL LEAVE
PETITION (CIVIL) NO. 17403 OF 2023****BOTH THE STATE AND THE GOVERNOR'S OFFICE SHOULD WORK IN COORDINATION TO AVOID
ADMINISTRATIVE DEADLOCK**

Facts: The dispute arose over the appointment of Vice-Chancellors in various universities in West Bengal. The state government challenged the Governor's authority to appoint Vice-Chancellors without consultation, arguing that such appointments should align with the University Grants Commission (UGC) norms and state laws. The Governor, on the other hand, contended that his role as Chancellor of state universities empowered him to make such decisions.

Judgment: The Supreme Court was informed that the Attorney General had confirmed the Governor's approval of 17 Vice-Chancellor appointments. The Court urged both the state and the Governor's office to work in coordination to avoid administrative deadlock. While the Court did not pass a final ruling on the broader constitutional question of the Governor's authority, it emphasized the importance of cooperative federalism in university governance.



Judicial Service

ALL INDIA JUDGES ASSOCIATION V. UNION OF INDIA, W.P.(C) NO. 643 OF 2015

ANY DECISION MUST ENSURE FINANCIAL SECURITY AND INDEPENDENCE OF THE JUDICIARY WHILE BALANCING STATE FISCAL RESPONSIBILITIES.

Facts: The Supreme Court considered whether judicial officers across all states should have a fixed pension structure and uniform pay conditions. The issue also involved the applicability of the National Pension Scheme (NPS) to judicial officers. The petitioners, representing judicial officers, argued that disparities in pension and service conditions among states led to unfair treatment and impacted judicial independence. The Union of India and several state governments defended the variations, citing fiscal autonomy and state-specific economic constraints.

Judgment: The Supreme Court did not issue a final verdict but emphasized the need for uniformity in judicial service conditions. The Court sought detailed submissions from all states regarding their pension structures and asked the Union to clarify whether NPS should apply uniformly to judicial officers. The matter was reserved for further consideration, with the Court indicating that any decision must ensure financial security and independence of the judiciary while balancing state fiscal responsibilities.

Tenure

FOZIA RAHMAN V. BAR COUNCIL OF DELHI AND ANR., SLP(C) NO. 24485 OF 2024

ANY RESTRICTION ON TENURE LIMIT MUST BE EXPLICITLY PROVIDED FOR IN THE GOVERNING RULES AND CANNOT BE IMPOSED ARBITRARILY.

Facts: A dispute arose regarding the tenure limit for the post of Treasurer, which is reserved for women lawyers in Delhi District Bar Associations. A rule was interpreted to impose a 10-year cap on holding the position, leading to a challenge by affected members. The petitioners argued that such a restriction was arbitrary and contrary to the principles of equal opportunity within bar associations.

Judgment: The Supreme Court clarified that there is no statutory or regulatory cap of 10 years for the Treasurer post reserved for women lawyers. The Court held that any such restriction must be explicitly provided for in the governing rules and cannot be imposed arbitrarily. It directed the Bar Council of Delhi to ensure that elections and office tenures align with established legal provisions, reinforcing fair representation for women in bar associations.

Manual Scavenging

DR. BALRAM SINGH V. UNION OF INDIA AND ORS., W.P.(C) NO. 324 OF 2020

THE SUPREME COURT IMPOSED AN ABSOLUTE BAN ON MANUAL SCAVENGING AND MANUAL SEWER CLEANING IN SIX METROPOLITAN CITIES

Facts: A petition was filed seeking the enforcement of existing laws prohibiting manual scavenging and the hazardous practice of manual sewer cleaning. The petitioners argued that despite legal prohibitions, manual scavenging persisted due to lack of enforcement, particularly in major metropolitan cities. They highlighted frequent deaths of sanitation workers due to exposure to toxic gases while manually cleaning sewers.

Judgment: The Supreme Court imposed an absolute ban on manual scavenging and manual sewer cleaning in six metropolitan cities—Delhi, Mumbai, Kolkata, Chennai, Bengaluru, and Hyderabad. It directed the authorities to ensure full compliance with mechanized cleaning methods and strict enforcement of the Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013. The Court further ordered state governments and municipal bodies to take immediate steps to provide protective gear, compensation for affected workers, and stringent action against violations.

Domestic Workers

AJAY MALLIK V. STATE OF UTTARAKHAND, SLP (CRL) NO. 8777 OF 2022

THE SUPREME COURT DIRECTED THE UNION GOVERNMENT TO CONSIDER ENACTING A COMPREHENSIVE LAW TO PROTECT THE RIGHTS OF DOMESTIC WORKERS.

Facts: A petition was filed before the Supreme Court seeking legal protection and welfare measures for domestic workers across India. The petitioners argued that domestic workers, who form a significant part of the informal labor sector, face widespread exploitation, lack of social security, and absence of legislative safeguards. They argued that India has no comprehensive national law governing their wages, working conditions, or protection from abuse and unfair termination.

Judgment: The Supreme Court acknowledged the lack of a dedicated legal framework for domestic workers and directed the Union government to consider enacting a comprehensive law to protect their rights. It observed the need for formal recognition, social security benefits, fair wages, and mechanisms to address grievances. The Court asked the government to submit a response outlining any policy measures or legislative steps under consideration.

Part-time

RAKESH KUMAR CHARMAKAR & ORS. V. THE STATE OF MADHYA PRADESH & ORS., 2025 INSC 136

INDIVIDUALS APPOINTED ON REGULAR SANCTIONED POSTS CANNOT BE DENIED REGULAR PAY AND BENEFITS MERELY BECAUSE THEIR INITIAL APPOINTMENT WAS ON A PART-TIME BASIS.

Facts: The petitioners, who were appointed as part-time sweepers in government institutions on regular sanctioned posts, approached the Supreme Court seeking regular pay and benefits. They contended that despite working for years in sanctioned positions, they were denied the benefits of full-time employment, including regular salaries and service conditions.

Judgment: The Supreme Court ruled in favour of the petitioners, holding that individuals appointed on regular sanctioned posts cannot be denied regular pay and benefits merely because their initial appointment was on a part-time basis. The Court emphasized that denying such employees regular wages violated the principles of equal pay for equal work. It directed the concerned authorities to ensure that the petitioners receive regular salaries and all corresponding service benefits.



High Court

Allahabad High Court

1. Saurabh Saxena v. Union Of India Thru. Secy. Ministry Skill Development Entrepreneurship, 2025:AHC-LKO:2355-DB - The question of equivalence of qualification for eligibility and employment is to be decided by the employer and the same cannot be interpreted by the Courts.
2. Prof. Syed Shafeeqe Ahmad Ashrafi v. State Of U.P. Thru. Prin. Secy. Deptt. Of Higher Education, 2025:AHC-LKO:2879 - A Government Order cannot deny gratuity to teachers who opted to continue beyond their age of retirement under the Payment of Gratuity Act, 1972.
3. Vijay Kumar Yadav v. State Of U.P., 2024:AHC:192710 - Power of transfer exercised as substitute for infliction of a lawful punishment is malice in law.
4. Pramod Kumar v. State of U.P. and Ors., 2024:AHC:194544 - Unless there are compelling reasons or serious charges, an employee should not be retired with disciplinary proceedings pending against him.

Delhi High Court

1. Sandeep Gupta v. Union of India & Ors., 2025:DHC:488-DB - An employer cannot indefinitely withhold voluntary retirement without valid grounds.
2. Seema Jamwal v. Union of India and Ors., W.P.(C) No. 9319 of 2022 - A deceased employee entitled to extraordinary pension and ex-gratia compensation if death was attributable to government service conditions, such as exposure to hostile work environments or extreme weather conditions.

Karnataka High Court

1. Shripati Mariyappa Doddalingannavar v. The Chief Personnel Manager & Anr., Writ Petition No.105244 Of 2024 - Administrative exigency can be a reason for a Corporation to exercise its right of transfer of an employee from one place to another, but it cannot be done in violation of the statute or operative guidelines of service.

Kerala High Court

1. Union of India and Others v. S. Sathikumari Amma, OP (CAT) 191 of 2017 - An employee cannot make a representation that his legally wedded wife or other dependents are not entitled to claim the family pension.
2. P N Saji v. Kerala Public Service Commission, OP(KAT) No. 439 of 2020 - Undue leniency towards a government employee in disciplinary proceedings could undermine the essential discipline required in public service.
3. Balakrishna Pillai N. & Others v. Union of India & Others, WP(C) No. 2311 of 2025 - Kerala HC restrains the Employees Provident Fund Organisation (EPFO) from reducing higher pension of petitioners who contributed based on their actual salary.
4. Sakkir Husain v. Binu Madhu, MFA (ECC) No. 18 of 2024 - The High Court can interfere with the order of the Compensation Commissioner when there is a lack of evidence to prove the existence of an employer-employee relationship.
5. Kabeer C. v. State Of Kerala, WP(C) No. 29247 of 2019 - The Kerala High Court directed the State Government to provide reservations to transgender persons within six months in educational institutions and for public employment.
6. S. Safeer v. Cochin Port Trust, 2024:KER:96619 - Regularisation requires strict adherence to judicial guidelines, and longevity of service alone cannot be the sole reason for claiming regularization.

Jammu and Kashmir High Court

1. Mohammad Yousuf Mir & Ors. v. UT of J&K & Ors., WP(C) No.642 of 2022 - Workers paid based on daily output cannot claim parity with regular government employees for pension benefits.

Madhya Pradesh High Court

1. Ram Dayal Yadav v. State of M.P. And Others, Writ Petition No.17607 of 2022 - Experience gained by discharging duties for a long period of time is sufficient to hold that an employee has the requisite qualifications.
2. The State Of Madhya Pradesh And Others v. Smt. Hemlata Tala, 2025:MPHC-IND:485 - Termination of an employee based on a singular clerical mistake in entire service career was deemed as being 'excessive'.
3. Vikram Singh v. Union of India and Others, Writ Petition No. 935 of 2025 - Violation of service rules would not come within the purview of violation of discharge of public functions, and thus not amenable to writ jurisdiction under Art. 226.

Madras High Court

1. M. Nagappan v. The Management, C.R.P. No. 5230 of 2024 - A civil court can pass an injunctive relief in industrial disputes.
2. C Kannaiyan and Others v. Deputy Commissioner of Labour – I, W.P. No.2339 of 2010 - The Madras High Court offered compensation to the family of a man who died while doing manual scavenging.

Patna High Court

1. Kamlesh Prasad v. State of Bihar, Civil Writ Jurisdiction Case No 1161 of 2024 - The recovery of excess amount paid by mistake is not permissible in cases where the recovery is made in case of employees belonging to Class-III and Class-IV service and also in cases where the Recovery is sought for the excess amount received by Employees for a period more than five years before the order of recovery is issued.



International Cases

Workplace Harassment

STATE OF TENNESSEE ET AL. V. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION ET AL., CASE NUMBER 3:24-CV-00224 (USA)

THE COURT REJECTED THE MOTION FOR A PRELIMINARY INJUNCTION AGAINST THE EEOC'S GUIDANCE ON WORKPLACE HARASSMENT, CITING THAT US PRESIDENT DONALD TRUMP'S HAD ALREADY RESCINDED THE GUIDANCE AS PART OF ITS POLICY TO ROLL BACK LGBTQ PROTECTIONS.

Court: US District Court, Eastern District of Tennessee

Facts: A lawsuit was filed by a coalition of Republican state attorneys general to pause the U.S. Equal Employment Opportunity Commission's (EEOC) guidance on workplace harassment, which required employers to accede to workers' preferred gender identities in pronoun use, bathroom access, and dress codes. This guidance rests on the US Supreme Court decision in *Bostock v. Clayton County*, which held that the 1964 Civil Rights Act protects employees from discrimination based on sexual orientation and gender identity.

Judgment: The Court rejected the motion for such a preliminary injunction, citing that US President Donald Trump's had already rescinded the guidance as part of its policy to roll back LGBTQ protections. The Court emphasized that the legal landscape had changed, necessitating a new filing for the same, and allowed the states to refile their motion within 21 days.

Communications

AMAZON.COM SERVICES LLC V. ANTHONY MUNDRUFF, CASE 12-CA-308502 (USA)

RESTRICTIONS ON WORKERS' COMMUNICATIONS WITH UNIONS WERE UNLAWFUL

Court: National Labor Relations Board (NLRB)

Facts: Amazon Inc. utilized an internal communication platform for its workers called "MyVoice", but whose rules included provisions that prevented employees from sharing personal details or passing information to unions.

Judgment: The Court ruled that such restrictions on workers' communications were unlawful, overly broad and ambiguous. The Court noted that prohibiting employees from sharing their own medical information could stifle discussions about workplace safety, which counted as protected speech. As part of the ruling, Amazon must rescind the unlawful MyVoice rules and post notices nationwide informing employees of their rights. The decision reinforces workers' rights to engage in protected workplace advocacy without fear of retaliation, setting a significant precedent for labour relations in the tech and e-commerce industry.



POLICY AND LEGISLATIVE UPDATES

WEST BENGAL LAUNCHES ONLINE COMPLIANCE DASHBOARD FOR LABOUR LAWS

The Government of West Bengal introduced an Online Compliance Dashboard on October 1, 2024, aimed at streamlining labour law compliance. This centralized platform, part of the Business Reform Action Plan 2024, offers real-time tracking of applications, registrations, license renewals, and statutory dues. Designed for businesses, workers, and regulatory authorities, the dashboard enhances transparency and accountability in labour law processes. It also tracks timelines for approvals and payments, reducing delays and promoting efficiency. By providing easier access to compliance information, the initiative fosters a business-friendly environment while ensuring adherence to legal requirements. This move reflects West Bengal's commitment to improving governance and supporting stakeholders through modernized, technology-driven solutions.

EPFO CLARIFIES RULES ON RESERVE FUNDS FOR INTEREST PAYMENTS

On October 7, 2024, the Employees' Provident Fund Organization (EPFO) issued a circular clarifying the use of reserves and surplus funds by exempted provident fund trusts. The directive prohibits using these funds to credit interest at rates exceeding those declared by the EPFO. Reserves and surplus funds are intended to ensure the long-term financial stability of provident fund trusts and safeguard future beneficiaries' interests. Allowing their use for immediate distribution could jeopardize trust sustainability and impact future liabilities. The circular emphasizes maintaining financial prudence to protect the provident fund system's integrity. This guidance aims to ensure consistent compliance by exempted establishments while reinforcing the stability of the social security system.

HARYANA INTRODUCES EODB DASHBOARD FOR LABOUR LAW APPLICATIONS

The Government of Haryana launched an Ease of Doing Business (EODB) dashboard on October 15, 2024, to enhance transparency and efficiency in labour law compliance. The dashboard provides real-time updates on applications, timelines for approvals, registrations, renewals, and statutory fee payments. It covers critical labour laws, including the Factories Act, Contract Labour Act, and Building and Other Construction Workers Act. Accessible to the public, the dashboard aligns with the state's Business Reform Action Plan 2024 and complements national labour code reforms. This initiative aims to simplify processes for businesses, ensure compliance with labour regulations, and foster a transparent and accountable regulatory environment in Haryana.

COLOUR-CODED UDID CARDS INTRODUCED FOR DISABILITY RIGHTS

On October 16, 2024, the Ministry of Social Justice and Empowerment amended the Rights of Persons with Disabilities Rules, 2017, introducing colour-coded Unique Disability Identity (UDID) cards. These cards classify disabilities into three bands: white for below 40%, yellow for 40%-79%, and blue for 80% and above. The updated system aims to improve service delivery and recognition for persons with disabilities. Aadhaar can now serve as proof of identity and address, streamlining the application process for disability certificates and UDID cards. Additionally, the amended rules mandate issuing disability documentation within three months of diagnosis. To address application delays, cases pending over two years due to non-medical authority issues must be resubmitted or reactivated.



HARYANA MANDATES ANNUAL SHWW REPORT SUBMISSIONS

The Government of Haryana, on November 4, 2024, mandated all organizations to submit annual reports under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, by February 28, 2025. The reports must include details of complaints received, actions taken, and cases reported. Submissions must adhere to official guidelines and be sent to the designated email address. Non-compliance will result in penalties of ₹50,000. This directive aims to enforce accountability and transparency in addressing workplace sexual harassment. By emphasizing timely reporting, Haryana seeks to ensure a safe working environment for women and uphold the provisions of the SHWW Act effectively.

EPFO EXTENDS DEADLINES FOR UAN ACTIVATION UNDER ELI SCHEME

The Employees' Provident Fund Organization (EPFO) extended the deadline for Universal Account Number (UAN) activation and Aadhaar linkage under the Employment Linked Incentive (ELI) Scheme. Initially set for December 15, 2024, the deadline is now January 15, 2025. The ELI Scheme, introduced in the 2024 Union Budget, aims to promote formal sector employment by providing benefits to first-time employees through a Direct Benefit Transfer mechanism. The EPFO circular emphasizes the necessity of UAN activation and Aadhaar linkage to ensure timely benefit disbursement. Employees covered by the EPFO must complete the process to access services such as viewing provident fund passbooks and filing online claims. This extension provides additional time for compliance while supporting workforce integration efforts.

KERALA EXTENDS FACTORY LICENSE VALIDITY TO 10 YEARS

On November 23, 2024, the Government of Kerala extended the validity of factory licenses from five to ten years by amending Rule 7(5) of the Kerala Factories Rules, 1957. The notification, published in the Official Gazette, aims to reduce administrative burden and promote operational ease for industries. By prolonging the license validity period, the state seeks to create a business-friendly environment, enhance compliance efficiency, and provide long-term benefits to factory owners. This policy update reflects Kerala's commitment to fostering industrial growth and simplifying regulatory processes.

KERALA EXEMPTS FACTORY LICENSE TRANSFER FEES IN SPECIFIC CASES

The Government of Kerala amended the Kerala Factories Rules on November 27, 2024, to exempt factories from paying license transfer fees in certain situations. These include financial crises, labour shortages, or environmental constraints leading to factory closures. The exemption applies only when a competent authority certifies the conditions, and a nominal amendment fee is required. This policy aims to support industrial recovery by alleviating financial burdens on struggling factories, fostering a more adaptive and supportive regulatory framework.

KARNATAKA ENHANCES SOCIAL SECURITY FOR UNORGANIZED WORKERS

On December 3, 2024, Karnataka amended the Unorganized Workers Social Security Rules to strengthen welfare provisions for unorganized workers. The updated rules streamline registration and eligibility criteria, enabling broader access to benefits like health insurance, pensions, and maternity aid. A unified digital registry for workers will ensure real-time updates and transparency. Mechanisms for grievance redressal have also been introduced, improving accountability and addressing disputes effectively. These amendments align with the broader goals of the Unorganized Workers' Social Security Act, 2008, ensuring better implementation of social security measures and fostering inclusivity within the state's labour policies.

DESK DISPATCHES

VOICES OF DISSENT: VERSES AND WORDS OF WORKERS

Ambika Sharma

Abstract: This paper is an attempt to expand the scope of working class history by making new epistemological enquiries in the field. The meaning of dissent for the worker is profound, it is an act of dispelling the hierarchies and taking the reins of power in their hands, however, briefly. The worker's identity begins to take shape at home, at the workplace, and then at the time of agitation, we need to carefully explore the interactions between the lived experiences of the workers and their literary works. Identifying the potential of the working class's writings can open a window into the lives of the workers. The experience of class is evident in their literary works, alongside the political consciousness and their agency.

Keywords: Labour, political consciousness, identity, social reality, discourse

Introduction

Class consciousness of labour which is traditionally perceived in economic terms needs to be understood in socio-psychological terms as well. The formation of a labour's consciousness is not only formed through their alienation from the means of production, it takes shape beyond the workspace in their social life. Donald Reid in his discussion of class consciousness suggests that we need to observe the worker outside the workplace, the space inhabited by the labourers to see how capitalism affects his social life. The political consciousness of labour is the strongest during their period of resistance against the capitalist, and for this reason, collective action of the working-class men requires deeper analysis. By exploring their discourse in this period, we can better comprehend the class struggle of the people who exist on the margins of our cities and our history books. Their social exclusion and experiences take a definitive shape in form of songs, poems, journals, letters, and speeches. The tentative objective of my essay is, however not limited, to locating the consciousness and the social reality of the working class through a careful analysis of their discourse and understanding what expression entails for the workers.

I. Understanding Dissent

Resistance can be simply understood as the conflict of interest which escalates into the withdrawal of the expected behaviour. For the worker, resistance is part of life, their involvement in production process is intertwined with the structures of power which are unfavourable to them. A worker who sells his labour power to survive often finds himself struggling in an exploitative system. Pandya, a Dalit wage worker in Tamil Nadu was interviewed for the documentary 'One side of the road', he mixes concrete at the construction site and seasonally works as a watchman. He does not possess any skills to make a living¹. He has to borrow money to eat food, the moneylenders have raised interest on his loan and have asked him to pay more instalments. It will be hard for a working poor like Pandya to resist these power structures of society. However, despite these crushing circumstances labour raises their voice in form of protest. They rise up in unison when the circumstances are unfavourable to them, when their pride is injured, and dignity is lost. Cheap and compliant labour is ideal for the jobbers and managers, isolated and uneducated workers are easier for them to manage. When production is in full swing, the exploitation of the working class acquires full momentum. In the region of Kanpur, mill workers worked day and night in the war period of 1914 to 1918, managers kept a close eye on the worker and the quality of work. Workers worked double shifts, machinery was cleaned while it was running and the risk of accidents grew. Chitra Joshi notes that "The collectivity of workers, however, does not unfold in a linear teleological history. It is true that after 1919 there were no industry-wide strikes till 1937–8. The upsurge of 1919 was

[1] *One side of the road*, is a documentary on the Dalit labours of Tamil Nadu who were affected by the pandemic, it is directed by Christophe Jalil Nordman. Pandya was one such Dalit labour who was interviewed for the documentary, throughout the documentary his struggles were highlighted. He said that he is not strong enough to perform hard labour, and had to switch jobs often, when he was asked to leave, he had nowhere to go. He could not find any jobs which suited him, he does not have any skills to make a living which makes it particularly hard for him to survive. He was once hired by the municipality to pick up garbage but he often fell sick due to the poor working conditions of sanitary workers. As a result, Pandya had to quit, and the household is run by his wife who works.

followed by a series of strikes in individual mills, violence and repression, and then the quiet of the Depression years. But the experience of repression, defeat, silence is part of a process of identity formation—part of a learning process through which workers construe the limits of their power, the constraints on their activity” (Joshi, 2013, p. 179).

Strikes of the workers take place because of discontent over the workplace, there might be political, religious, economic, or social reasons behind them. Acts of resistance are often the result of deteriorating working conditions, non-payment of wages, and brutalities at the workplace among others. The actual events that trigger the collective action such as strikes could also vary, since it is the act of collective exit by workers the trigger must be substantial. A pause of production results in the loss of income of the factory owner, this is how the workers initiate the bargain for the fulfilment of their demands. The working class negotiates these power relations in their protest, they come together to showcase the strength of labour power. In these instances, roles are reversed, working-class men acquire bargaining powers which they otherwise lack in their daily lives. The authority of the exploiter is challenged by the exploited, and it opens dialogue with authorities.

Worker’s strikes are powerful; however, they are not without consequences. There is a lot at stake for the worker when s/he participates in a protest. They lose their daily wage for as long as the strikers negotiate, they might also lose their job as a result of participating in agitation, when the workers are identified as participants or as members of the unions, they receive harsher treatment at work after joining back. The workers risk their lives because lynching and firing at the mob is not an uncommon method of repressing strikes. It is not just the participants at risk, those who are the strikebreakers are often excommunicated by their fellow workers. The success of the strike is dependent on two factors, solidarity among the workers and the dependence of the entrepreneur on the strikers. Marcel van der Linden contends that an effective successful strike is dependent on multitudes of factors, some of which might be the investment of the employer. If the strikers possess exclusive skills and there has been substantive investment in their wages, then it is likely that the employer would like it to be dispelled quickly and listen to their demands (Linden, 2008). Another crucial aspect which needs to be noted is that the workers are not simply dependent on the employer at the workplace, these relationships are extended beyond those areas. The workers inhabit the chawls with the managers, who play ‘mai-bap’² roles (Joshi, 2013). Managers are also money lenders; they provide housing to the workers. These bonds are essential to be understood as the overarching powers an authority figure possesses over the labour, who stands up against exploitation and the same authority figures during worker’s protests.

II. Discourse of the worker

As the labour protest shrinks, and the spaces of dissent become inaccessible it becomes more important for us to explore labour’s discourse as a repository of historically lived reality and their political consciousness. This kind of study will significantly add to our understanding of labour’s perception of itself, and lived experiences of class struggle. The rhetoric of the working class embodies the critique of the inequalities and labour conditions, their songs and slogans elicit solidarity for collective action. The writings of the workers are symbolic, they use anecdotes, and metaphors, and create evocative sequences of words to evoke empathy in the reader. I am rotating the axis of enquiry here, by looking for emotions of the working class conveyed in their resistance, which is often lost in the economic terminologies of labour history and in the process, I aim to humanise the worker. Labour history is in the process of an epistemological and methodological rebirth. Following this conviction of Donald Reid (Berlanstein, 1993), I wish to do a discourse analysis of the working class’s political rhetoric. I plan to analyse the meanings of these works constructed in the context of collective action of the workers which displays the experience of being a worker.

William Sewell in his analysis of labour history has critiqued the labour historians for their neglect of the cultural and social causes. He notes that there is a tendency among labour historians to give primacy to the material causes over the cultural. Worker’s actions of resistance, strikes, or political movements are all considered to be purely economic, he argues that this has led to an imbalance in the attention paid to the changes in production relations, not to mention the role of discourse and politics in labour history. The dominant materialist model used in labour history appears reductive when one reads Sewell, the extraordinary role played by culture in human behaviour is ignored by labour historians. “There is no sphere of human life which cannot be analysed profitably by means of literary, semiotic, and rhetorical techniques to discover and interrelate the meanings it instantiates and displays” (Berlanstein, 1993, p. 30). Sewell notes that in the 1960s and 1970s, the investigation behind the role of language and culture in sociopolitical processes led to

[2] (Joshi, 2013) In the chapter *Working Class Cultures*, the managers of the factory played a paternal role towards the labour. In the workplace hierarchy the labour was subordinate to these managers, they were dependent on them for the sanction of leaves during festivities, breaks, approvals. Some managers held *durbars* to resolve the issues of the workers.

the heightened awareness of the political significance of social relations outside the sphere of formal politics. The relations of power are reinforced and also established in literature, art, ritual, custom, and everyday practices. Therefore, they require a closer inspection. A rich song culture has developed at the Indian protest scene, which recovers the suppressed voices and mobilizes the crowd. The appeal of the protest song lies in the message it is trying to convey. The songs that I have found more impactful are rhetorical and descriptive (Denisoff, Spring 1968). The song 'Kahab ta lag jai dhaak se' is a brilliant example of a rhetorical song, which is additionally the inspiration behind this paper. The song has overt satirical tones of political criticism, it describes the position of the working class in the capitalist economy by bringing out the striking contrast in their living conditions. The songs resonate among workers, they share common struggles of selling labour power for survival, class consciousness, and their antagonistic relationship with the capitalists.

III. Verses of the Workers

Narayan Gangaram Surve(1926-2010), was a mill worker in Mumbai and a revolutionary poet who wrote about the social reality of the worker. He was abandoned at birth and adopted by a mill worker from Chinchpokli, for Surve his father's name held immense value. He worked odd jobs as a waiter, milk deliveryman, dishwasher, and mill hand to survive in Mumbai. Amidst survival he taught himself how to read and write. By 1995 he was the chairperson of Akhil Bharatiya Marathi Sahitya Sammelan. He received 'Soviet Land Nehru Award' in the year 1973, in 1998 he received Padma Shri award from Government of India. Surve was challenging the high-brow culture with his work, he writes "Aisa ga mi Brahma, vishwacha adhaar, kholis lachar hakkachiya, (I am like Brahma, the creator of the universe, but deprived of a home of my own),"³

The powerful poetry of Surve has been the subject of multiple translations, following is a translation of his poem 'Mumbai' from his 1966 publication 'My University'(Majhe Vidyapeeth, 1966):

"My father came down the Sahyadris, a quilt over his shoulder/ And stood at your doorstep with nothing but his labour./ Only my mother knew when he came and went/ From the decrepit, hunchbacked shack where I was born one night./ On pay-day he'd storm the house in a drunken frenzy./ My mother would huddle in a corner, cowering with fear./ He'd pull me near, swing me high, and laugh as he rued my hair/ On occasion, my cheeks would burn with the mark of his fingers./ He loved us, but could never stop working for a single day./ O City! In your service, he never forgot that thirty shifts means pay." (unknown)

Here, Surve captures a common experience of the working class in his poem. Mumbai is one of the pieces which is simple and yet conveys the hardships faced by a working poor, it is an insight into the life which never comes up in the discussions surrounding them. A worker's social life diminishes gradually with work, it is hard to conceptualise time when they work over fifteen hours in factories. A worker is 'time-deprived' (Joshi, 2013, p. 141), the hours of work are hard and they have no time for themselves or factories. There is no time for home, to meet friends, or to simply sit down. Surve's father's life was not different from the factory workers of Kanpur whose children were asleep when he left for work in the morning and were back in bed when he came back from 'work'. Familial ties of labour are strong, there is concern for the children's well-being and education and for that, the worker must toil. The worker's dependence on his pay is such that he can not afford to have a life beyond the workplace. The freedom of the working poor is nominal, the indifference of the managers who might deduct a worker's pay based on the quality of production on payday is shrewd, in these situations worker is always bound to the workplace. It is the source of apprehension on the payday, a latecomer might lose the child's tuition because they were five minutes late to work therefore, the mother cowers in fear. The line 'my father...stood at your doorstep with nothing but his labour', captures the formation of a worker's identity and the inception of a worker's pride in his labour. He has nothing to offer but labour power to survive, that is his greatest asset.

Another revolutionary who was not a worker but has written on the lived reality of the workers is Annabhau Sathe(1920-1969). He was a prominent Dalit writer from Mumbai who contributed the labour movement in the 20th century. His writings addressed the issues faced by the labour, his humble beginnings did not allow him to receive formal education and yet he made great contributions to Marathi literature. Born in the Mang or Matang community of Wategaon, Annabhau worked in textile mills. Mumbaichi Lavani, written in 1949, is a song where Sathe captures the stark differences in the city and memorializes the life of a worker in Mumbai. (Awad, 2010):

"मुंबईतंचावरी।मलबारहिलइंद्रपुरी।कुबेरांचीवस्तीतिथंसुखभोगती। परळतराहणारे।रातदिवसराबणारेमिळेलतेखाउनीघामगाळती।" (Lai Bhari Movies, n.d.)

[3] Words reflected the way he lived, is a newspaper article by Ketan Vaidya, where he discusses the life of Narayan Surve and his writings.

"Hark!/ In the heights of Mumbai/ Malabar Hill, a paradise/ The abode of the rich/ Abounding with pleasure /and here those who live in Parel/ Working day and night/ surviving by the sweat of their brow" (Jayasankar, 2018).

The upbeat, rhythmic song highlights the tragic disparities and unequal distribution of wealth in the city. On the one side are the people inhabiting luxurious Malabar Hills where life is grand, and on the other hand Parel is crowded with people who work day and night to earn their daily bread. Criticism of the lack of dignity and the destituteness of the working class are the central themes of this song, the workers outnumber the rich, but are estranged from the basic amenities like shelter and clean water. The workers who run the city occupy the streets of busy Bombay. Sathe in this dynamic song describes the city as the second Lanka of Raavan, the numerous streets overlap each other, the colossal city cannot be contained. Bombay prospers at the cost of the workers. Motorcars, fire brigades, planes, tanga move around the city causing chaos; in the same line Sathe mentions the dire state of the people who have been ignored by the city. The workers, who made the city, who run it, are dying every day in the hospitals because of tuberculosis, scabies, heat, and fever. The shanty places where workers live are seas of rotting waste, this powerful visual is put against the lives of the people who live in Malabar Hills. Sathe's song is a satire on the inequalities among the people of Mumbai. The song is full of political consciousness, line after line it evokes a sense of indignancy and anger towards the conditions of the workers. Sathe rhetorically paints two contrasting images of the same city, bringing the listeners attention to the hardships of labour.

Marek Payerhin contends that songs are mediums by which the antagonist is demobilized and the potential adherents to the cause are mobilized. Protest songs invoke identity, and social, political, and economic injustice is highlighted through the framing of the issues of protest. "By being created by a host of disparate authors and then shared in collective experiences, protest songs help engender a sense of common identity, indicate agreement as to the existence and nature of injustice, and provide a symbolic resource pool for activists. This may offer the protesters a better chance to challenge the power holders." (Payerhin, 2012).

Analysing Discourse

Through the language and discourse I wish to locate the class and political consciousness of the working class, how it sees itself, how it understands the class relations, and the emotions they experience. It is an observation and search of the social reality of the working class men from bottom up. These writings have a social and political context to them as well as economic. Language of the worker becomes a tool of expression, the symbols, and anecdotes in the songs of the workers are full of consciousness, it is an archive of their experience and material reality. These sources reveal the diversity of socio-economic relations, as well as the power relations.

In this paper, we have looked at two literary contributions from Marathi workers, and have contextualized them. It is essential for the analysis of discourse, to locate the sites of worker's identity formation. Surve's discourse on his father's absence from home is a result of the capitalist forces which are aimed at maximizing production, consequently the poem is historically relevant to understand the emotions of the children of the working class. The child's longingness for the father he rarely sees due to him being trapped in the vicious process of survival and sustaining a family in a capitalist setup. The importance of such writings is that it humanises the working class by exploring their emotional bonds. A critical analysis of these poems suggests that the discourse is embedded in society and culture, it is also closely related to all forms of power, power abuse and social inequality (Dijk, 2007).

Teun van Dijk explains that rhetoric is not to be confused with discourse, it is a subdiscipline focusing on the special 'rhetorical' structures of text and talk, such as metaphors, comparisons, irony, hyperboles, euphemisms, etc. (Dijk, 2007). The importance of rhetoric is that it allows the writer to emphasize what they wish too, for instance, Sathe wrote "Malabar Hills, paradise" while it is a hyperbole, it emphasised on the infrastructure, cleanliness. In modern day, it was laid bungalows of eminent personalities. It is an affluent area which is inhabited by the rich, people who own the means of production. On the other hand, the visual image created by the line "30 lakh people live in the same place", puts into the perspective how the capitalists control the resources like land. The residential area of the workers is painted by him as the cesspool of disease and death, where they rob and get robbed of their lives. The discourse of this kind does not exist without a political consciousness, it is a charged narrative of the reality of the work. I have identified songs as sites of consciousness, which encompasses the complex emotions experienced by the worker. Anger, indignation, resentment, and disgruntlement are evident in the lyrics along with the overt tones of recognition of class difference. "It is surely the case that politics cannot be conducted without language, and it is also probably the case that the use of language in the constitution of social groups leads to what we would call 'politics' in a broad sense." (Discourse and politics. Discourse studies: A multidisciplinary introduction, 1997, pp. 303-330)

Conclusion

In this essay we have explored the discourse used by the workers for the verbal persuasion, they do not use academic vocabulary to enunciate their ideas. Rather the usage of the vernacular language, events of their daily lives, common and shared experiences dominate their discourse. I have dealt with working class politics and their literary contributions which help in consolidation of an identity and the formation of solidarity and vice versa. In the primary stages, the experiences of the worker shape their outlook, their writings are never devoid of politics. Their writings are heavily influenced by their position in class hierarchy; therefore, it appears as a narrative laden with the themes of injustice, poverty, destituteness. The poets have been carefully selected because of their contributions to the workers literature, they have made a profound impact on the Marathi literature. I had set out with the dual aim of bringing the experience and the emotion of the working class, and to establish that the foundation of a worker's identity as well their political consciousness is laid at home. The poems and songs are powerful tools of expression, in the times of working class resistance these fiery songs play a crucial role of disseminating the ideas. Labour feels, internalises, reacts and organises, however, the limited means might be, the working class is aware of the oppression it goes through and that is evident in their writings. This brief article is an attempt to pronounce these voices of the workers.

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NARRATIVES OF STRUCTURAL INEQUALITY AND INVISIBILITY, A SHORT REPORT FROM TELIBAGH/ALAMBAGH LABOUR MARKET, LUCKNOW

by Kapil Kumar Verma and Prashant Kumar

The Construction Labour markets are hubs of labour activity, from early morning to afternoon. Labour assemble for work at designated locations in the city. In Lucknow, these locations include, Telibagh, Alambagh and a market near Badnam Laddu, Singarnager. The field visit was conducted in December 2024, where a survey through interviews was done to capture inequality marginality and discrimination on protected characteristics of labourers. The labourers in terms of skill level consist of unskilled construction labour, while there is a smaller number of skilled or partially skilled Masons (Mistry) they are usually identified by their tools, and they also tend to stand on the elevated footpath (customary) while ordinary labours tend to stand on the street proper. The wage gap between the two is also very significant, Daily wage for a mason tends to be 1100+ while for ordinary labour it is 500 Rupees.

The pictures in clockwise sequence are: 1. Researcher taking interviews, 2. Labourers seeking the attention of a potential employer at Market near (Badnam Laddu), 3. The large picture is that of the Telibagh Labour Market with workers awaiting employment, 4. also of Telibagh, 5. Market (Badnam Laddu), the time is noon, and with low hopes of any possible work, the workers are resting.



The dynamics of the labour market are quite peculiar, with the intersection of Caste, Gender and Religion. Caste in itself carries class thus it is not relevant as a separate category. The market outcomes follow the Caste indexed inequality pattern. This emerges in the availability of work, wage discrimination is more profound for women, the Caste discrimination is more relevant in the number of days a person gains work. The education level was also indexed as per the caste norms. On the one hand, some Upper Caste had access to contractual work and education in the family, Scheduled Caste lacked access to education and any other forms of social security. Gender also becomes very essential in discovering the nature of labour and, the market. Women generally come to work with someone they know for security reasons. Some couples also work together, male partner generally assists the female in getting work. There was a complete absence of Dalit women, while the Muslim woman mentioned discrimination and exclusion at her village level in the current establishment.

The Construction market represents an opportunity to peer into a low-skill, low-wage and highly-regulated environment, it also has most of the features of what economists call a 'free market' and what it can bring. In such a setup state intervention to uphold public good is essential, even that is generally distributed online of inequality, owing to lack of information, access, and social capital on the side of the marginalized.

This is a submission made to CLLRA by Kapil Kumar Verma and Prashant Kumar, for the NLUD journal on LABOUR, themed 'Sociology of Labour' on date 30-11-2024

DOMESTIC LABOUR LAW NEWS

RAJASTHAN GOVT WITHHOLDS DALIT TEACHER'S SALARY FOR 10 MONTHS WITHOUT DUE PROCESS AFTER SUSPENSION

In January 26, 2024, Dalit teacher Hemlata Bairwa opposed placing a Saraswati image on stage at her school's Republic Day event, asserting Savitribai Phule as the true symbol of education. Her stance sparked backlash, leading to suspension, an FIR against her, and a transfer to a remote location. She later won reinstatement but has faced ongoing challenges, including non-payment of salary since March 2024. Hemlata, a single mother, struggles financially, with her children's education and household expenses unpaid. She survives on one meal daily and relies on family support. Despite orders for her salary disbursement, delays persist. She also filed an FIR against colleagues for caste-based harassment, but the police have not acted. Hemlata remains resolute, citing constitutional principles and her commitment to honoring Savitribai Phule's legacy. Meanwhile, departmental inquiries and police investigations into her case are still pending.....[Read more](#)

INDIA'S ANTI-COMPETITIVE HOUSING SOCIETIES: WHEN RICH EMPLOYERS TRY PAY LOWER WAGES TO DOMESTIC WORKERS

A social media post from a Gurugram resident highlighted housing societies fixing domestic workers' wages, sparking a broader conversation. This practice, common in Bengaluru and Hyderabad, often begins with resident complaints about "high" wages on society chat groups, leading to "rate cards" that underpay workers, mainly women from marginalized communities. Residents, often proponents of free markets, ironically distort Labour markets by suppressing wages. Similar collusion extends to rent fixing, where large housing societies set minimum rents, disrupting neighborhood markets and inflating costs for renters. These practices, illegal in many Western countries under competition laws, have led to significant penalties, as seen in U.S. cases involving wage and rent fixing. In India, wage and rent fixing may violate Section 3 of the Competition Act, but enforcement remains absent. Experts advocate for Competition Commission studies and state amendments to housing laws to prohibit such collusion, protecting Labour and rental markets from exploitation.....[Read More](#)

INSPIRED BY THE BELGIUM MODEL, UNION DEMANDS LABOUR RIGHTS FOR SEX WORKERS IN INDIA

The Durbar Mahila Samanway Committee (DMSC), one of India's largest sex worker collectives, held a strategy meeting on January 12, 2025, advocating for labour rights and decriminalisation of sex work. Inspired by Belgium's recent legislation recognising sex work as a profession, the meeting explored potential reforms for India. Belgium's law, passed in December 2024, grants sex workers rights like employment contracts, health insurance, and maternity benefits, sparking discussions about its applicability in India. Professor Prabha Kotiswaran noted the challenges of implementing such laws in a country with millions of sex workers. Stakeholders emphasised destigmatising the profession, achieving legal recognition, and including sex workers in labour laws. Suggestions included integrating sex work discussions into education to foster acceptance and involving third parties in policymaking to balance power dynamics. Participants agreed that organising sex workers and addressing intersectionality are crucial for ensuring their inclusion in labour rights frameworks.....[Read More](#)

KARNATAKA HIGH COURT STAYS FIR AGAINST IIM-B DIRECTOR, FACULTY IN CASTE DISCRIMINATION CASE

The Karnataka High Court on Tuesday stayed the investigation into an FIR filed against IIM-Bangalore director Rishiksha T. Krishnan and seven faculty members for alleged caste-based discrimination and humiliation of associate professor Gopal Das. The FIR, registered on December 20 by MICO Layout police under the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act and the Bharatiya Nyaya Sanhita, accused the petitioners of disclosing the complainant's SC status publicly and causing discrimination. Senior Advocate Udaya Holla, representing the petitioners, argued that the allegations arose after Das was denied promotion due to substantiated complaints of harassment by PhD students. Holla noted that Das had disclosed his caste in his bio-data, not the petitioners. The court had earlier stayed proceedings initiated in July 2024 before the Directorate of Civil Rights Enforcement against IIM-B officials, including chairman Devi Prasad Shetty, based on similar allegations.....[Read more.](#)

MANUAL SCAVENGING-FREE INDIA, ACCESSIBILITY REFORMS AMONG SOCIAL JUSTICE MINISTRY'S AGENDA FOR 2025

The Ministry of Social Justice and Empowerment outlined its 2025 agenda, focusing on eradicating manual scavenging, supporting persons with disabilities, and empowering marginalised communities. Despite claims that manual scavenging no longer exists, only 257 districts uploaded certification, prompting the ministry to urge updates. Under the NAMASTE scheme, 54,574 sewer workers were profiled, with plans to expand to 2,50,000 waste pickers, providing safety training, health insurance, and equipment support. Efforts to mechanise hazardous cleaning operations will intensify, while TULIP will launch an e-commerce platform to connect artisans with global markets. Rehabilitation initiatives under the SMILE scheme will expand to 50 cities, adding shelter homes and skill programs for transgender individuals. The ministry pledged stricter accessibility standards, filling key vacancies, and strengthening the Atal Vayo Abhyuday Yojana for senior citizens. Skill development and education programs, like PM-DAKSH and SRESHTA, will expand, with the PM-SURAJ portal ensuring transparency and monitoring outcomes.....[Read more](#)

NHRC HOLDS OPEN HOUSE DISCUSSION ON RIGHTS OF MANUAL SCAVENGERS

In January 6, the National Human Rights Commission (NHRC) hosted an open house discussion in New Delhi, addressing the rights of manual scavengers and the ongoing practice of hazardous waste cleaning. NHRC chairperson Justice (Retd.) V. Ramasubramanian voiced concerns over sanitation worker deaths despite legal bans and proposed a pilot project using robotic technology for sewer cleaning, starting in one state. NHRC Secretary General Bharat Lal highlighted state-level efforts under Supreme Court guidelines but acknowledged the persistent caste-based impact of manual scavenging. Participants, including NGOs, ministries, and researchers, discussed banning manual scavenging, preventing sewer deaths, and rehabilitating workers. Key recommendations included ground-level monitoring, incentivizing mechanization, training women-led self-help groups, enforcing rehabilitation programs, improving transparency in data and funding, and supporting innovations for hazardous waste cleaning. The NHRC committed to formulating actionable recommendations to strengthen policies, promote mechanization, and ensure the rehabilitation and welfare of affected workers.....[Read More](#)

SUPREME COURT ASKS UNION TO CONSIDER BRINGING LAW TO PROTECT DOMESTIC WORKERS' RIGHTS

The Supreme Court, in a judgment authored by Justice Surya Kant, emphasised the urgent need for pan-India legislation to protect domestic workers, who remain vulnerable to exploitation due to a legal vacuum. Despite their indispensable contributions to urban households, such as cooking, cleaning, and caregiving, domestic workers often endure low wages, unsafe conditions, and extended hours without legal recourse. Most belong to marginalised communities and take up this work out of financial desperation. The Court highlighted international norms and past failed attempts to legislate protections, noting that domestic workers are excluded from key labour laws like the Payment of Wages Act and the Sexual Harassment Act. While the Code on Wages, 2019, and the Social Security Code, 2020, provide limited recognition, comprehensive protections are absent. The Court directed multiple ministries to collaborate and propose a law within six weeks to uphold the dignity and safety of domestic workers across India.....[Read more.](#)

CHHATTISGARH'S WOMEN TEACHERS REFUSE TO GIVE UP IN PROTEST FOR THEIR JOBS.

Over 500 women teachers in Chhattisgarh protested their termination, enduring harsh conditions at the Tuta demonstration site for over a month. Teachers like Mamta Negi and Neelam Mandavi shared their struggles, including overcrowded accommodations, inadequate toilets, open bathing, and limited food. Despite the freezing temperatures and health issues, they remained resolute, demanding reinstatement. Many, like Suman Gangasagar and Mamta Dhruv, expressed despair over the government's inaction, stating their jobs were earned through merit and were a source of dignity. Protesters organized peaceful demonstrations, including hunger strikes, silent marches, and community activities. Some fell severely ill due to adverse weather and fasting, with medical assistance being sporadic. Teachers with young children highlighted additional hardships, struggling to meet their children's basic needs. The terminated teachers, many of whom are unmarried, feared societal and family pressures, expressing a loss of faith in the system if their jobs were not restored.....[Read more](#)

BJP PROMISES INSURANCE, MATERNITY LEAVE & MORE TO DOMESTIC HELP IN DELHI POLL MANIFESTO PART 2

The BJP's second phase of its manifesto for the Delhi assembly elections targeted key AAP voter bases, including auto rickshaw drivers, taxi drivers, and domestic workers. It promised a welfare board, life insurance of ₹10 lakh, vehicle insurance of ₹5 lakh, and scholarships for the children of auto and taxi drivers. Domestic workers were assured a similar welfare board, along with life and accident insurance, scholarships, and six months of paid maternity leave. The manifesto pledged free education "KG to PG" for needy students in government institutes, ₹15,000 for competitive exam preparation, and ₹1,000 monthly stipends for SC students under the Dr. B.R. Ambedkar Stipend Yojana. BJP MP Anurag Thakur also highlighted plans to double PM SVANidhi Yojana beneficiaries and reimburse travel and application fees for entrance exams. Targeting corruption, the party proposed a special investigation team. Previously, the BJP promised ₹2,500 monthly aid for women and subsidised LPG cylinders.....[Read more](#)

NHRC ORDERS FRESH PROBE AGAINST FOXCONN AS IT FINDS HIRING MALPRACTICES IN TAMIL NADU UNIT

India's National Human Rights Commission (NHRC) criticized Central and Tamil Nadu Labour officials for failing to adequately investigate allegations of employment discrimination at Foxconn's iPhone plant. A Reuters report revealed that Foxconn excluded married women from assembly line jobs, relaxing this policy only during peak production. Labour officials visited the plant in July and reported that 6.7% of the 33,360 women employed were married, claiming no discrimination occurred. However, the NHRC stated their investigation lacked scrutiny of hiring records and dismissed the core issue of recruitment bias. Officials relied on testimony from current employees rather than examining evidence of discriminatory hiring practices. Foxconn and Apple did not respond to inquiries, though Foxconn had instructed recruiters to remove discriminatory criteria from job advertisements. The NHRC directed a more thorough investigation, citing the Equal Remuneration Act, which prohibits gender-based hiring discrimination. The case remains under review.....[Read more](#)

SCHEDULED CASTE (NCSC) ISSUES NOTICE ON COMPLAINT ON CASTE DISCRIMINATION DURING IIT CAMPUS PLACEMENTS: CLAIM TO EQUALITY OF OPPORTUNITY

The National Commission for Scheduled Castes (NCSC) addressed a complaint of caste discrimination in the placement offices of IIT Delhi and IIT Bombay, over a year after activist and alumna Dheeraj Singh filed it in November 2023. The NCSC issued notices to the institutions' Directors and the Ministry of Education, demanding an action-taken report within 15 days. The complaint followed reports of Scheduled Caste student suicides and allegations of discriminatory practices, including mandatory caste disclosures in placement forms. Singh provided evidence showing these practices affected at least 300 SC students during the 2023-24 placement year, supported by screenshots of placement forms requiring caste-revealing socioeconomic details and JEE ranks. The delay in processing the complaint was attributed to technical glitches. The Supreme Court recently addressed caste discrimination in higher education, further intensifying scrutiny of IITs and the University Grants Commission on such issues.....[Read more](#)

INTERNATIONAL LABOUR LAW NEWS

ILO AND TÜRK-İŞ EMPOWER UNION REPRESENTATIVES ON LABOUR RIGHTS

The International Labour Organization (ILO) and the Confederation of Turkish Trade Unions (TÜRK-İŞ) organized a training on January 7-8, 2025, in Türkiye to enhance union leaders' understanding of fundamental labour rights, freedom of association, and the future of work. The training was conducted under the "Strengthening Social Partners and Civil Society Capacities on Fundamental Principles and Rights at Work" project, led by the ILO Office for Türkiye and funded by the European Union Delegation to Türkiye. Participants explored key labour principles and the challenges posed by evolving work environments. This collaboration aimed to empower union representatives with the tools and knowledge needed to advocate for workers' rights effectively. By fostering awareness of international labour standards, the initiative strengthens the capacity of union leaders to navigate the complex dynamics of modern labour relations and reinforces the ILO's commitment to promoting decent work in Türkiye.

UZBEKISTAN STRENGTHENS LABOUR SAFETY WITH NEW ILO PROJECT

On December 12, 2024, the International Labour Organization (ILO) launched the "Improving Labour Inspection and Occupational Safety and Health Systems in Uzbekistan" project in Tashkent. Supported by Germany's Federal Ministry of Economic Cooperation and Development (BMZ), the initiative aligns with Uzbekistan's Decent Work Country Programme and the ILO's flagship Safety + Health for All programme. The project seeks to improve occupational safety and health (OSH) systems, strengthen labour inspections, and promote a preventive safety culture. A key highlight was the introduction of a draft National OSH Profile and the establishment of an OSH Council, which includes representatives from leading companies. The council aims to promote preventive safety practices across supply chains, enhancing worker protections. Through legislative improvements, capacity building, and collaboration, this project represents a significant step toward ensuring safer working conditions in Uzbekistan's evolving labour landscape.

ILO AND UN PROVIDE ICT EQUIPMENT TO ZAMBIA'S DISABILITY TRAINING CENTRE

The International Labour Organization (ILO), through the United Nations Joint Programme on Social Protection Phase Two (UNJP-SP II), donated \$12,000 worth of advanced ICT equipment to Zambia's National Vocational Rehabilitation Centre. The donation, including industrial printers and digital cameras, aims to improve training for persons with disabilities. Implemented in collaboration with UNDP, UNICEF, and WFP, the initiative supports the Zambian government's efforts to develop an effective and inclusive social protection system. The project, running since August 2019 and funded by Ireland, Switzerland, the UK, and Sweden, reflects the UN's commitment to rights-based social protection. By equipping the centre with modern tools, the initiative enhances vocational training and employment opportunities for individuals with disabilities, contributing to their economic empowerment and social inclusion. The programme highlights the importance of inclusive development in achieving sustainable growth and equality.

WAGE INEQUALITY IN SPAIN DECLINES AS GLOBAL TRENDS EMERGE

The ILO's Global Wage Report 2024-25 revealed that wage inequality in Spain has decreased annually by approximately 0.6% since the early 2000s. The report, presented on January 16, 2025, by ILO experts Rosalía Vázquez and Félix Peinado, highlights significant improvements in wage equity as inflation declines and real wages rise globally. In Spain, the real growth of average wages across most wage brackets ranged from 0.2% to 0.6%. However, the highest wage percentiles experienced a decline of 0.2% to 1.2%. While wage inequality has reduced, regional disparities persist, requiring targeted policy measures. Globally, wage growth has resumed, but uneven distribution across regions underscores the ongoing challenge of addressing income disparities. The findings emphasize the need for continued efforts to promote fair and inclusive wage policies, ensuring equitable growth for all workers.

PUBLICATIONS: ARTICLES

PLATFORM CAPITAL AND THE CITY: GOVERNING UBER IN BUENOS AIRES AND MANCHESTER- BY MATHEW JOHNSON, ANGEL MARTIN CABALLERO

Recent studies highlighted the regulatory challenges posed by platform-based Transportation Network Companies like Uber and Lyft in cities worldwide. Using case studies from Buenos Aires and Greater Manchester, researchers analyzed the evolving nature of local regulatory responses to these platforms. They developed a three-part framework emphasizing the interplay between local regulators' competencies, the influence of interest groups, and the legitimacy of institutional rules. The findings revealed that effectively managing these three factors was essential to address platforms' growing entrenchment in local transportation markets. Additionally, weak enforcement capacities within local governments and limited collective voice mechanisms hindered efforts to establish fair minimum standards in local economies. The research underscored the need for stronger regulatory strategies to balance platform integration while safeguarding public interests and ensuring equitable working conditions.....[Read more](#)

THE COMPOSITE CAREERS OF SOCIAL MEDIA CONTENT CREATORS: LABOUR, PRECARIETY AND IDENTITY- BY LUCIA BAINOTTI

The Research examined how small content creators, or micro-influencers, navigated the precarities of the influencer industry by combining multiple roles and activities into "composite careers." These careers blended traditional employment with freelance work, entrepreneurship, and other ventures, allowing creators to leverage diverse skills across online and offline platforms. The research, grounded in existing literature on cultural production, cross-platform labour, and neoliberal subjectivities, presented findings from interviews with micro-influencers. Three categories of creators emerged: full-time content creators, multitaskers, and passionate second-shifters, each representing distinct approaches to composite careers. The analysis highlighted their strategies to manage industry challenges while addressing broader issues of Labour, precarity, and identity within the platformisation of cultural production. The study offered a nuanced understanding of how micro-influencers adapted to evolving economic and professional landscapes.....[Read more.](#)

CONTENT CREATORS AND DIGITAL PLATFORMS: THE POTENTIAL OF SELECTED EU FRAMEWORKS TO ADDRESS THE ISSUES OF DIGITAL LABOUR BEYOND PLATFORM WORK-BY TJAŠA PETROČNIK

The Paper examined content creation as digital Labour and assessed the adequacy of EU regulatory frameworks—platform regulation, consumer protection law, and competition law—in addressing exploitation concerns tied to digital platform business models. It found that EU regulations primarily promoted procedural fairness by enhancing transparency. The chapter also discussed the potential, though debated, role of antitrust measures in achieving a fairer distribution of value on digital platforms. By analyzing how value is created and realized on these platforms, the study highlighted gaps in existing frameworks and the challenges of balancing regulatory interventions to address exploitation concerns effectively.....[Read more](#)

INFLUENCERS, LABOUR LAW AND SOCIAL PROTECTION: A COMPARATIVE ANALYSIS BETWEEN FRANCE AND THE UNITED KINGDOM- BY CLAIRE MARZO

The text highlights the growing need to regulate the influencer profession, which has gained prominence online. In France and the UK, advancements were made in consumer, advertising, and criminal law, but comprehensive reforms in Labour law and social protection remained necessary. The disconnect between platform profits and influencer incomes created a sense of injustice and neglect. Self-employed influencers lacked the robust social protections available to traditional employees. Historically, employment status ensured employers bore social responsibilities for their workers, but digital technologies disrupted this framework. The difficulty in identifying a single employer diluted these obligations, shifting the burden of welfare to the state or individuals amidst weakening welfare systems. Influencers, as emerging digital workers, faced challenges securing adequate protection under traditional employment law, underscoring the urgent need for new frameworks to address their precarious conditions.....[Read more](#)

NAVIGATING THE LABOUR LAW CHALLENGES AND IMPLICATIONS FOR DIGITAL INFLUENCERS IN BRAZIL: A CALL FOR ENHANCED REGULATORY PRACTICES- BY ANDREIA DE OLIVEIRA

The Paper examined Brazil's growing digital influencer market, focusing on consumer behavior trends and key regulatory challenges. It analyzed the existing regulatory framework, including consumer protection laws, tax legislation, advertising standards, and oversight by national authorities. The chapter also reviewed past and ongoing efforts to create influencer-specific regulations. A detailed analysis of Labour law principles assessed their relevance to influencers' legal status, raising the critical question of whether influencers should be classified as employees. The study highlighted the complexities of defining influencers' roles within traditional Labour frameworks. It concluded with recommendations for improving regulatory practices, emphasizing the need for clear guidelines to address the unique challenges of digital influencer marketing in Brazil. These insights aimed to ensure fairness and accountability in this rapidly expanding sector while addressing influencers' rights and obligations.....[Read more](#)

ADDRESSING SEXUAL HARASSMENT IN A WORK HEALTH AND SAFETY FRAMEWORK: LESSONS FROM BELGIUM, AUSTRALIA AND CANADA- BY RACHEL COX

This article analyzed how workplace sexual harassment prevention is addressed under the work health and safety (WHS) regimes of Belgium, Australia, and Canada (federal law), using criteria from the ILO Violence and Harassment Convention. It highlighted a recent shift from complaints-based frameworks rooted in equality and non-discrimination laws to integrating prevention into WHS systems. The study examined how sexual harassment is categorized—as a separate risk, a psychosocial hazard, or a form of violence and harassment—and emphasized the importance of assessing specific risk factors to develop effective prevention strategies. It concluded that framing sexual harassment within WHS regimes provides a proactive approach, prioritizing primary prevention measures and moving beyond the traditional reliance on reactive, complaints-driven mechanisms. This shift aims to create safer workplaces by addressing the root causes and risks associated with sexual harassment.....[Read more](#)

THE REGULATION OF INFLUENCER LABOUR IN INDIA: SITUATING A NOVEL FORM OF LABOUR AMIDST COLONIAL CONTINUITIES OF INFORMALITY- BY MALCOLM KATRAK AND SHARDOOL KULKARNI

India's regulation of influencer labour focused on obligations like consumer protection disclosures but neglected their fundamental labour rights as self-employed workers. Policy decisions, such as the 2020 TikTok ban, disregarded the livelihoods of working-class influencers, reflecting a broader historical exclusion in Indian labour law. This was not due to an inability to address new work forms but mirrored longstanding neglect of informal and self-employed workers, who lack protection under India's fragmented labour law framework. Despite constitutional mandates for socioeconomic justice, labour laws remained fragmented across national and state levels, leaving the majority of workers—engaged in informal, self-employment, or casual wage work—without adequate safeguards. The chapter highlighted this failure to regulate influencer labour as part of India's broader struggle with pervasive informality and systemic exclusion from labour protections, underlining the need for comprehensive reforms to align Labour regulations with constitutional principles and emerging work trends.....[Read more](#)

INTERSECTIONALITY OF LGBTQ+ DISABLED INDIVIDUALS AND THEIR WORK EXPERIENCES: A REVIEW OF THE LITERATURE- BY HUIBREGTSE, KATHY, GRANGER, TERESA ANN

This literature review focused on the employment experiences of LGBTQ+ individuals with disabilities, highlighting the challenges faced by people with multiple stigmatised identities. These individuals occupy an intersectional space where they navigate both disability-related stigma and the social challenges associated with being LGBTQ+. Research showed that LGBTQ+ individuals with disabilities often encounter compounded barriers to work, experiencing discrimination, hate, and social stigma in the workplace. Their unique experiences, including the stress of managing these multiple forms of discrimination, are underrepresented and poorly understood in existing literature. The review emphasised the need for greater recognition of intersectionality in workplace policies and environments to support these individuals. It also called for more comprehensive research on the employment experiences of gender-nonconforming, intersex, and asexual individuals within the LGBTQ+ community, as their challenges remain largely overlooked in current discussions.

"WE ARE A FORGOTTEN PEOPLE!": THE EXPERIENCE OF STRESS AMONG NEW YORK CITY YELLOW TAXI DRIVERS- BY MATTHEW KELLY, BESSIE LIU, HANA MINSKY, PAUL NESTADT, JOSEPH J. GALLO

This study analyzed the stressors experienced by New York City yellow taxi drivers, particularly in the context of recent suicides among drivers. Through open-ended interviews with 21 current and former taxi drivers in 2022, the research identified financial strain, discrimination, the loss of colleagues to suicide, and media coverage as significant stressors. Drivers described their stress as anxiety, depression, helplessness, rage, and sleep disturbance, yet few sought mental health support. Despite feeling overwhelmed by stress, many drivers would consider seeking help if it were accessible. The study highlighted the complex sources of stress and the lack of mental health resources available to this vulnerable group. It also examined how the rise of ride-sharing services like Uber and Lyft since 2011 contributed to financial instability for taxi drivers, many of whom were burdened with high medallion debt. The research calls for interventions to improve the health and well-being of this underserved community.....[Read more](#)

CONFIGURATION OF MATERNITY LEAVE POLICY IN THE JOB CREATION LAW: IMPLICATIONS FOR GENDER EQUITY- BY TETI TETI, TARMIZI TARMIZI, AZHARUDDIN AZHARUDDIN

This study examined the impact of maternity leave provisions in Indonesia's Job Creation Law on gender equality in the labour market. The law, enacted in 2020, allows companies to determine maternity leave rights for female workers, but this flexibility has led to challenges in its implementation. The research, using a qualitative approach, found that many women face pressure to take full leave, experience loss of benefits, or encounter discrimination upon returning to work. The study argued that the policy fails to deliver justice, as it does not ensure equal rights and protection for female workers. Applying John Rawls' theory of justice, the research revealed structural injustices that exacerbate gender inequality. The study also highlighted that Indonesia needs to improve regulatory quality and enforcement compared to other ASEAN countries to better protect the rights of mothers during maternity leave and promote gender equality in the workplace.....[Read more](#)

INTERSECTIONALITY OF LGBTQ+ DISABLED INDIVIDUALS AND THEIR WORK EXPERIENCES: A REVIEW OF THE LITERATURE- BY HUIBREGTSE, KATHY, GRANGER, TERESA ANN

This paper analysed fairness and legitimacy judgments of parental discrimination at work, focusing on the antecedents influencing these judgments. It explored how stereotypes, such as vilifying parents for perceived lower commitment and amplifying the economic needs of organizations, rationalize discrimination. The study hypothesized that values and ideologies, especially those aligned with traditional gender roles and the ideal worker norm, mediate these judgments through resonance with vilification and amplification. Based on survey data from 376 employees aged 20 to 45, the findings showed that stronger support for the ideal worker norm and traditional gender roles increased acceptance of discriminatory justifications. Women were more likely to view parental discrimination as unfair and illegitimate, while men's judgments were influenced more by economic reasoning. The study highlights the role of cultural values and gender in shaping perceptions of fairness in workplace parental discrimination.....[Read more](#)



PUBLICATIONS: REPORTS AND BOOKS

ACCESS FOR DOMESTIC WORKERS TO LABOUR AND SOCIAL PROTECTION CROATIA- BY GOJKO BEŽOVAN, ZORAN ŠUĆUR AND ZDENKO BABIĆ

In 2023, Croatia had approximately 10,000 domestic workers (0.5% of all workers), but the sector lacked a legal definition, and the ILO Convention 189 on domestic workers remained unratified. Domestic workers were entitled to protections under national labour laws aligned with EU directives. However, undeclared work was prevalent, limiting access to social and labour protections despite formal entitlements. Fixed-term contracts dominated employment, primarily in personal care, while a growing segment of domestic work in non-care services (e.g., cleaning) remained largely undeclared. The government adopted measures like the 2021-2024 national program and the 2023 Act on Suppression of Undeclared Work, but enforcement and targeted instruments for domestic workers were weak. No significant reforms or EU funding supported social or labour protection improvements for this group. Public debates focused on personal assistants and geronto-housewives, with calls for ratifying ILO Convention 189 and introducing vouchers to formalize undeclared work.....[Read more](#)

THE HASHTAG HUSTLE: LAW AND POLICY PERSPECTIVES ON WORKING IN THE INFLUENCER ECONOMY- EDITED BY TAYLOR ANNABELL, CHRISTIAN FIESELER, CATALINA GOANTA, AND ISABELLE WILDHABER

The book explores the multifaceted nature of influencer Labour, examining the complex roles and challenges digital influencers face in the modern economy. It offers a theoretical framework for understanding influencer Labour, focusing on issues like precarity, identity, and visibility, particularly in relation to social media, children's online presence, and tech abuse. The book empirically maps influencer Labour practices, market incentives, advertising regulations, and the impact of content moderation. It also delves into the entrepreneurial aspects of influencer work, highlighting the precarity and self-governance of content creators across platforms. Comparative analyses of influencer Labour law in various countries, including France, the UK, India, and Brazil, provide insight into regulatory gaps and challenges. The book calls for enhanced Labour protections and regulatory reforms to address the evolving nature of digital influencer work, highlighting the need for comprehensive frameworks to protect workers in this growing sector of the digital economy.....[Read more](#)

OPPORTUNITIES

IX Ibero-American and European Congress of Labour and Social Security Law

Abstract submission: Feb 28, 2025

This edition of the Ibero-American and European Congress on Labour and Social Security Law features, once again, a moment dedicated to free-theme presentations in the area of Labour and Social Security Law. The abstracts have to be mailed to the following email: congresso.ibamereur2025@gmail.com.

Conference: Interrogating the 'Post-Neoliberal Moment' in Labour Law

Abstract submission: Feb 28, 2025

The conference seeks to understand contemporary changes in the political subjectivity of labour — normally framed under the label of 'precarious' work—, wherein social markers of gender, race and migration status challenge the historical worker archetype of labour law. Interdisciplinary investigations are particularly encouraged, especially those that connect changes in contemporary work dynamics with the sociology of labour, economics, political theory, geography and arts. The following topics are of particular interest:

1. Situated histories and differentiated temporalities in the neoliberal reshaping of labour law.
2. The reconfiguration of labour subjectivity in late capitalism —particularly, anchored in markers of race, gender, and migration status.
3. The rise of entrepreneurship as an attack on class formation and collectivism.
4. The role of labour law in the intellectual tradition of neoliberalism.
5. The relevance of ideas of 'labour market flexibility,' 'efficiency' and 'competitiveness' for current labour governance and labour law reform.
6. The increasing relevance of quantitative methods in the regulation of the labour market —particularly, through the deployment of technical and scientific expertise linked to measurement, risk assessment and indicators— and its theoretical implications for labour law debates.
7. The role of labour law reform and policy within the ideological projects of 'illiberal,' 'authoritarian,' or 'right-wing populist' regimes.

Scholars interested in presenting papers at the conference should submit an abstract of up to 500 words together with a short bio (200 words) to Julieta Lobato (Julieta.Lobato@glasgow.ac.uk)

14th ILERA European Congress 10-12 September 2025

Apply By: Feb 14, 2025

The ILERA Conference aims to shed light on the different responses to these crises used by industrial relations actors, including short-term and long-term and coordinated and uncoordinated responses at different levels - sectoral, national and international levels - in fixing problems, protecting the workforce, and working conditions. The Conference welcome contributions that stimulate dialogue between academics from different disciplines, social partners, policymakers, and practitioners. Submissions to the five different Track Themes can include empirical and conceptual contributions from various disciplines, including industrial relations, management, sociology, law, economics, psychology, and political science, and research at individual, organizational, national, and international levels. Collect this information in a Word document and send it to ilera2025@durham.ac.uk.

EDITORIAL TEAM



Managing Editor

Dr. Sophy K. J. is Associate Professor of Law at the National Law University Delhi. She is currently the Director of Centre for Labour Law Research and Advocacy (CLLRA). Her areas of research interest are Law relating to Labour and Development, Gender and the Law, Legal History and Anthropology.



Editor in Chief

Dev Dhar Dubey, our editor-in-chief is a PhD scholar at National Law University Delhi. He post-graduated from Gujarat National Law University, Gandhinagar. He is currently working at the Centre for Labour Law Research and Advocacy (CLLRA). He has published several articles in national and international journals and is also the author of two books titled, "Rohingya's: Journey without an end." & "Media and Telecommunication Law".



Editor

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Editor

Tejas Misra is a Law Student at National Law University, Delhi. Areas of interest include socio-legal research, activism and advocacy. Passionate about history, philosophy and society's intersection with the law. Currently working on research topics relating to labour rights and legal news.



Editor

Kapil Kumar Verma is a PhD Candidate at Jawaharlal Nehru University and has completed his LL.M. from National Law University Delhi; he graduated from National Law Institute University, Bhopal. He is currently working for the Centre for Labour Law Research and Advocacy (CLLRA). His areas of interest include labour law, affirmative action, and women's rights, among others.



Editor

Vidushi is a fourth year student at National Law University, Delhi. She has been engaged with the Centre since its inception. Her research interests include wide set of sociological issues and their intersection with law.

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