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**CENTRE FOR LABOUR LAW
RESEARCH AND ADVOCACY**



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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



APRIL 2025



LABOUR LAW INSIGHTS

Decoding Labour Discourse: Insights, Updates, and Analysis

LANDMARK LABOUR JUDGEMENTS

Supreme Court

Disciplinary Proceedings

MAHARANA PRATAP SINGH V. THE STATE OF BIHAR & ORS., 2025 INSC 554

DISCIPLINARY PROCEEDINGS FOUNDED ON THE SAME EVIDENCE AS A CRIMINAL PROSECUTION ENDING IN ACQUITTAL CANNOT BE SUSTAINED

Facts: The appellant was a constable in the Bihar police who faced a departmental enquiry for the alleged extortion. And, despite his acquittal in the parallel criminal trial, he was dismissed from service on 21 June 1996. His dismissal was subsequently upheld by both the Single Judge and Division Bench of the Patna High Court, against which an appeal was filed in the Supreme Court.

Judgement: The Supreme Court held that disciplinary proceedings founded on the same evidence as a criminal prosecution ending in acquittal cannot be sustained. Further, the Court found that the charge sheet lacked specificity, the appellant was denied the opportunity to cross-examine witnesses, and key departmental records were withheld. Thus, the Court set aside the dismissal and awarded the appellant compensation.

Leave

STATE OF SIKKIM AND OTHERS V. DR. MOOL RAJ KOTWAL, SLP (C) NOS. 23709-23710 OF 2023

RULE PERMITTING ENCASHMENT OF UP TO 300 DAYS' LEAVE IS CONFINED TO THE OCCASION OF INITIAL RETIREMENT AND DOES NOT REVIVE UPON RE-EMPLOYMENT

Facts: A government servant employed in the Sikkim Government Service retired and availed the maximum leave encashment of 300 days under the applicable leave rules. Leave encashment is a process where employees receive monetary compensation for unused paid leave. Shortly thereafter, he was re-employed in the same service and, by administrative order, was granted cash payment for an additional 300 days' leave earned during re-employment. The employer later issued a clarification that the 300-day cap applied cumulatively—including the re-employment period—and withdrew the second encashment benefit. The beneficiary challenged that withdrawal in the High Court, which upheld his claim, leading to the appeal before the Supreme Court.

Judgement: The Supreme Court held that the rule permitting encashment of up to 300 days' leave is confined to the occasion of initial retirement and does not revive upon re-employment. The Court clarified that while the leave rules apply afresh to a re-employment stint, the specific encashment entitlement under the retirement provision cannot be claimed a second time. The Court, therefore, upheld the employer's clarification and set aside the High Court judgments, and denied the second leave encashment for the re-employment period.

Transfers

JUSTICE V.S. DAVE PRESIDENT, THE ASSOCIATION OF RETD. JUDGES OF SUPREME COURT AND HIGH COURTS V. KUSUMJIT SIDHU & ORS., WP(C) NO. 523 OF 2002

THE TERM “CONCERNED STATE GOVERNMENT” IN CASES OF INTER-STATE TRANSFERS, REFERRED EITHER TO THE STATE WHERE THE JUDGE WAS FIRST APPOINTED OR TO THE STATE FROM WHICH THE JUDGE RETIRED

Facts: An association of retired High Court judges challenged the refusal of certain State Governments to implement the Supreme Court's directions on providing medical facilities and reimbursement to retired judges, their spouses, and dependents. Confusion had arisen over which State was liable when a judge had served in more than one State during their career.

Judgement: The Supreme Court held that the term “concerned State Government” in its earlier orders, in cases of inter-state transfers, referred either to the State where the judge was first appointed or to the State from which the judge retired. It reaffirmed that States must extend medical benefits at par with sitting judges, including cashless treatment, reimbursement without prior approval, out-of-state hospitalisation, and sanctioning by the Registrar General. It further directed all States to file fresh compliance affidavits by April 29, 2025, warning that non-compliance would invite a contempt action.

Principal Employer

AJAY RAJ SHETTY V. DIRECTOR AND ANR., 2025 INSC 500

A PERSON MAY BE DEEMED A 'PRINCIPAL EMPLOYER' UNDER THE ESIC ACT IF THEY ACT AS AN AGENT OF THE OWNER OR OCCUPIER OF A FACTORY

Facts: A senior executive of a company was prosecuted under the Employees' State Insurance Act, 1948 (ESIC) for deducting employees' contributions from salaries but failing to remit them to the ESIC. He contended that he lacked the formal status of “principal employer” under the Act, and thus, liability was solely with the company and not with him as an executive.

Judgment: The Supreme Court observed that a person, irrespective of their official designation, may be deemed a 'principal employer' under the ESIC Act if they act as an agent of the owner or occupier of a factory, or if they supervise and control the establishment in question. The Supreme Court held that liability under Section 2(17) of the ESIC Act turns on control and supervision rather than formal designation. It found that the executive exercised managerial control and accordingly qualified as a “principal employer” or “managing agent.” Therefore, his conviction was upheld.

UGC Regulations

ABEDA SALIM TADVI & ANR. V. UNION OF INDIA, WP(C) NO. 1149 OF 2019

UGC COULD PROCEED WITH THE FINALISATION OF THE DRAFT (UGC) REGULATIONS, 2025 AND AFTER THE PROPOSED REGULATIONS ARE ENACTED, A TASK FORCE WOULD HAVE AN OPPORTUNITY TO EXAMINE THEM

Facts: A Public Interest Litigation was filed by family members of students who died by suicide due to alleged caste discrimination in higher educational institutions, which challenged the inadequacy of existing norms and urged the Court to mandate robust anti-discrimination measures. The petitioners had already submitted suggestions on the University Grants Commission (UGC)'s draft regulations dealing with ragging, caste discrimination, sexual harassment, and related issues.

Judgment: The Supreme Court held that the UGC could proceed with the finalisation of the Draft (UGC) Regulations, 2025. The Court emphasized that it was not only concerned with the suicides that had taken place, but also with what could be done to prevent such incidents in the future. However, the Court mandated two safeguards. The Court further expressed concerns about clubbing caste discrimination with other types of harassment, such as sexual harassment, as is done in the proposed regulations. Thus, the Court opined that after the proposed regulations are enacted, a Task Force would have an opportunity to examine them and give its recommendations on any lacunae.

Academic Affairs

TAMANNA CHANDAN CHACHLANI V. BAR COUNCIL OF INDIA & ORS., WP(C) NO. 70 OF 2021

CONCERNS ABOUT THE BCI'S INTERFERENCE WITH ACADEMIC AFFAIRS, QUESTIONING WHETHER THE BCI WAS THE APPROPRIATE BODY TO REGULATE LEGAL EDUCATION

Facts: The consortium of National Law Universities alongside law students had challenged the Bar Council of India's (BCI) decision to abolish the one-year LL.M. programme and to refuse recognition of foreign LL.M. degrees unless the holders complete one year of teaching experience in India. The petitioners argued that, under the Advocates Act, 1961, the BCI's regulatory mandate only extends to enrollment for practice of law, and does not extend to prescribing academic curricula or post-graduate recognition criteria as an LL.M. is not a qualification for enrollment.

Judgment: The Supreme Court expressed concerns about the BCI's interference with academic affairs, questioning whether the BCI was the appropriate body to regulate legal education. Thus, the Court directed the other stakeholders, including the Union of India and the University Grants Commission (UGC), to file affidavits outlining their positions on the extent of the BCI's authority to regulate academic affairs of law universities, including the one-year LL.M. programme and recognition of foreign degrees.

Service Rules

R. RANJITH SINGH & ORS. V. STATE OF TAMIL NADU & ORS., 2025 INSC 612

STRIKING DOWN OF THE RETROSPECTIVE AMENDMENT TO THE SERVICE RULES THAT HELD THAT IN CASES OF DIRECT RECRUITMENT THROUGH AN EXAM, SENIORITY MUST BE BASED SOLELY ON EXAMINATION PERFORMANCE AND NOT ON PAST SERVICE

Facts: The Tamil Nadu government had issued an order in 1995 that reserved 20% of Sub-Inspector vacancies for Head Constables and granted them seniority over recruits from competitive exams, despite lower exam scores. This policy was retrospectively formalized by an amendment to the Tamil Nadu Police Subordinate Service Rules, 1955. Unreserved candidates who had scored higher challenged this amendment as violative of equality and merit principles under Articles 14 and 16.

Judgment: The Supreme Court struck down the retrospective amendment to the Service Rules, holding that in cases of direct recruitment through an exam, seniority must be based solely on examination performance and not on past service. The Court found that the amendment was violative of Articles 14, 16, and 21 and ordered all gradation lists since 1995 to be recast, assigning seniority according to the ranks determined by marks obtained in the qualifying examination. It further directed that no promotions already granted on the basis of the old lists be disturbed, but no new promotions should be made until the revised lists are issued. Finally, the State was instructed to conduct future direct recruitment via a common examination for 100% of vacancies with seniority strictly tied to exam marks.

Pension

S.D. JAYAPRAKASH & ORS. V. UNION OF INDIA & ORS., 2025 INSC 594

UPON REGULARISATION, AN EMPLOYEE'S ENTIRE SERVICE PERIOD, INCLUDING THE CONTRACTUAL TENURE, MUST BE RECKONED FOR PENSIONARY BENEFITS

Facts: Several government employees who had served initially on a contractual basis were later regularised in the same posts, but their prior contractual service was excluded when computing pension under Rule 2(g) the Central Civil Services (Pension) Rules, 1972, which excludes contractual employees. They challenged this exclusion, asserting that Rule 17, which deals with counting of service on contract, entitles them to count their entire period of service for pension purposes, which would include both contractual and regular periods.

Judgment: The Supreme Court held that upon regularisation, an employee's entire service period, including the contractual tenure, must be reckoned for pensionary benefits under Rule 17 of the Pension Rules, overriding the exclusion provision in Rule 2(g). The Court allowed the appeal, directed the Union of India to notify the mechanism by which the appellants may exercise the option under Rule 17, and to specify the amounts required to be remitted for grant of pension in accordance with that Rule.

Military Service

BIJENDER SINGH V. UNION OF INDIA, 2025 INSC 549

A SOLDIER INVALIDED OUT IS CONCLUSIVELY PRESUMED TO HAVE INCURRED OR AGGRAVATED ANY DISABLING CONDITION IN THE COURSE OF THEIR MILITARY SERVICE

Facts: A soldier invalidated out of service due to seizures was assessed to be below the required threshold for disability by the Invaliding Medical Board, and thus was denied disability pension by the Armed Forces Tribunal, despite his claim that the condition developed during his high-altitude deployment.

Judgment: The Supreme Court held that a soldier invalidated out is conclusively presumed to have incurred or aggravated any disabling condition in the course of their military service, and that the burden lies on the employer to prove otherwise. The Court noted that the appellant had been found medically fit at the time of enlistment and that no reasons were furnished to rebut this presumption. Thus, the Court directed that the appellant be granted a disability pension for life.

Recruitment

JOMON KK V. SHAJIMON P & ORS., SLP (C) NOS. 7930-7931 OF 2020

THERE WAS NO UNIVERSAL RULE MANDATING ANY PREFERENCE FOR CANDIDATES WITH HIGHER QUALIFICATIONS THAN THOSE PRESCRIBED FOR A POST

Facts: A candidate applied for the position of Boat Lascar in the Kerala State Water Transport Department, but possessed a higher qualification than the one prescribed for the post, and was thus excluded from being considered for the post. The prescribed qualification was a "Lascar's Licence," which required only an 8th pass, whereas the candidate held a "Syrang's Licence," which required a 10th passing certificate and was a higher qualification. The Kerala Administrative Tribunal directed the exclusion of overqualified candidates from the ranked list, and this decision was upheld by the Kerala High Court.

Judgment: The Supreme Court held that there was no universal rule mandating any preference for candidates with higher qualifications than those prescribed for a post. The Court held that recruitment must only adhere to the qualifications specified in the relevant rules and advertisements. It observed that by allowing overqualified candidates to compete for posts requiring lesser qualifications, they could disadvantage those with the prescribed qualifications and disrupt the intended recruitment framework. However, due to the absence of any blanket rule, the Court concluded that each case must be assessed based on its specific facts, the nature of the duties involved, and the governing rules.

Employment Practices

JOGESWAR SAHOO & ORS. V. THE DISTRICT JUDGE, CUTTACK, 2025 INSC 432

EXCESS PAYMENTS MADE TO EMPLOYEES CANNOT BE RECOVERED IF SUCH PAYMENTS WERE NOT A RESULT OF ANY FRAUD OR MISREPRESENTATION BY THE EMPLOYEES

Facts: A group of employees working in the Odisha District Judiciary received excess payments due to an administrative error in calculating their allowances. The employer later sought to recover the overpaid amounts, despite the employees having no role in the miscalculation and having accepted the payments in good faith.

Judgment: The Supreme Court held that excess payments made to employees cannot be recovered if such payments were not a result of any fraud or misrepresentation by the employees. The Court emphasized that recoveries are impermissible when the overpayment arises from an employer's error, either in applying the appropriate rules or in calculating entitlements.

Commercial Obligations

THE MANAGEMENT OF WORTH TRUST V. THE SECRETARY, WORTH TRUST WORKERS UNION, 2025 INSC 432

THE CHARITABLE NATURE OF AN INSTITUTION DOES NOT EXEMPT IT FROM STATUTORY OBLIGATIONS UNDER LABOR LAWS WHEN IT ENGAGES IN COMMERCIAL OPERATIONS

Facts: The appellants were a charitable trust that operated factories engaged in manufacturing activities. They sought exemption from paying bonuses to its workers under the Payment of Bonus Act, 1965, citing its charitable status and that it was related a trust.

Judgment: The Supreme Court dismissed the appeal, holding that the trust's engagement in commercial manufacturing activities subjected it to the provisions of the Payment of Bonus Act, 1965. The Court noted that the trust had been involved in profit-generating activities, including the manufacture of automobile parts. It emphasized that the charitable nature of an institution does not exempt it from statutory obligations under labor laws when it engages in commercial operations. The Court further clarified that ex-gratia payments made by the trust could not substitute the statutory bonus mandated by the Act. Consequently, the trust was directed to pay the minimum bonus to its workers.

Compensation

IN RE: COMPENSATION AMOUNTS DEPOSITED WITH MOTOR ACCIDENT CLAIMS TRIBUNALS & LABOUR COURTS, 2025 INSC 530

ALL COMPENSATION GRANTED UNDER THE 1988 AND 1923 ACTS MUST BE CREDITED DIRECTLY INTO CLAIMANTS' BANK ACCOUNTS

Facts: The Supreme Court suo motu took up the issue of large sums of compensation awards under the Motor Vehicles Act, 1988 and the Workmen's Compensation Act, 1923 remaining unclaimed and lying deposited before various tribunals and courts across multiple States.

Judgment: The Court directed that all compensation granted under the 1988 and 1923 Acts must be credited directly into claimants' bank accounts. It further stated that High Courts are to frame practice directions requiring tribunals to collect and verify complete bank-account and identity details at the time of issuing awards, and thereafter to transfer the amounts electronically. Any sums deposited but unclaimed should be invested in auto-renewing fixed deposits until withdrawn. The Court also ordered the creation of an online dashboard to track deposited compensations and mandated collaboration with legal-services authorities and local officers to trace entitled beneficiaries. Registrars of the High Courts should also file compliance reports with these directions, and these directions will remain binding until State Governments exercise their rule-making powers under the Acts.

Judicial Qualifications

MOHD. SHUJATH HUSSAIN V. STATE OF TELANGANA & ORS., DIARY NO. 15801-2025

TELUGU PROFICIENCY FOR JUDICIAL POSTS DOES NOT CONSTITUTE EXCLUSION OF URDU-SPEAKING CANDIDATES, STATING THAT PROFICIENCY IN A STATE'S PRIMARY LANGUAGE HAD A CLEAR RATIONALE

Facts: A candidate challenged the Telangana State Judicial (Service and Cadre) Rules, 2023, and a related government notification that mandated proficiency in Telugu for appointments to the post of Civil Judges. He contended that the exclusion of Urdu, despite its status as the state's second official language, was discriminatory due to its historic past. The Telangana High Court upheld the rule, prompting the petitioner to appeal to the Supreme Court.

Judgment: The Supreme Court held that requiring Telugu proficiency for judicial posts does not constitute exclusion of Urdu-speaking candidates, stating that proficiency in a State's primary language had a clear rationale and purpose behind it. The Court also noted that the petitioner had already declared Telugu proficiency in his application. It held that the requirement aims to ensure effective judicial functioning in the state's primary official language, and thus does not violate constitutional principles of equality under Article 14.

High Court

Allahabad High Court

1. Jayant Kumar Singh v. State of U.P. & Ors., Writ-A No. 4208 of 2025 - Termination without an opportunity to be heard violates natural justice.
2. Banaras Hindu University Varanasi v. Dr Bhaktiputra Rohtam, 2025:AHC:52345-DB - Teachers may be re-appointed beyond the age of superannuation according to the appropriate UGC guidelines.
3. Rajeev Kumar & Ors. v. State of UP & Ors., Special Appeal No. 203 Of 2025 - A selected candidate has no indefeasible right to employment but an employer must not act arbitrarily while appointing a candidate.

Andhra Pradesh High Court

1. A P Srinivasa Deekshitulu v. The State Of Andhra Pradesh & Ors., WP No. 42273 of 2022 - The scope of judicial review is on very limited grounds in cases relating to the transfers made on the account of administrative exigencies.

Bombay High Court

1. Accelerate Productx Ventures Pvt. Ltd. v. State of Maharashtra, WP No. 1169 of 2025 - "24x7" shops that operate at all hours of the day are legally permissible and are commensurate with global standards.

Chhattisgarh High Court

1. Dukhiya Bai v. Punjab National Bank, 2025:CGHC:15605-DB - Compassionate employment cannot be misused on the ground that the member of the family who has already been employed is not supporting the family.

Patna High Court

1. Sanjeev Kumar Mishra v. The State of Bihar, Civil Writ Jurisdiction Case No. 313 of 2025 - The High Court upheld the validity of the Bihar Pharmacists Cadre Rules, 2014, which made a diploma in pharmacy a compulsory requirement to be eligible for appointment as a pharmacist in the State Health Department.
2. The State of Bihar & Ors. v. Dharendra Kumar & Ors., Civil Writ Jurisdiction Case No.1151 of 2024 - There is no obligation on the State to fill all posts, but it has a discretion not to appoint, which must be exercised judiciously.

Rajasthan High Court

1. Managing Committee, D.A.V. Uchh Madhyamik Vidyalaya v. Saurabh Upadhyaya, 2025:RJ-JP:14355 - The Rajasthan Non-Government Educational Institutions Act, 1989 applies to matters of termination of temporary employees as well as regular employees.
2. Satyaveer Singh v. The State of Rajasthan & Ors., 2025:RJ-JD:19107 - Mere non-affixation of signatures on an application cannot be grounds to deny benefits of the selection scale.
3. Anil Paliwal v. State of Rajasthan & Ors., 2025:RJ-JD:16850 - Abandonment of duty without prior sanction is not a 'deemed resignation' but must be dealt with as indiscipline under the appropriate service rules.

Karnataka High Court

1. The Mysore Education Society & Anr v. Babu P & Anr., WP No. 17808 of 2024 - The National Commission for Scheduled Castes does not have powers similar to a civil court or tribunal in service matters.
2. V Sumitra v. State of Karnataka & Ors., WP No. 15499 of 2013 - A particular community cannot be classified for educational purposes under a different group than the classification made for the very same community for employment purposes under a different group.

Calcutta High Court

1. Indian Oil Corporation Limited v. Union of India & Anr., WPA 27693 of 2024 - Long-term casual workers performing essential duties are entitled to regularisation, and a reduction in workload is not a valid ground to deny it.
2. Indian Institute of Management Calcutta (IMC) v. Union of India & Ors., WPA 28424 of 2024 - An employer-employee relationship is a mixed question of law and fact, and must be adjudicated by the Tribunal when reference to the Industrial Disputes Act is in question.
3. Hooghly Infrastructure Pvt. Ltd. v. Sk. Alam Ismail & Ors., WPA 28770 of 2024 - An employer's failure to produce the best evidence leads to an adverse inference against the employer, and the burden of proving otherwise lies with the employer.

Delhi High Court

1. Yashvardhan v. Union of India & Anr., WP(C) No. 2372 of 2025 - Compassionate employment can be denied if the family is financially stable or has received sufficient benefits under various schemes.

Himachal Pradesh High Court

1. Bhima Ram v. State of H.P. & Ors., 2025:HHC:6748-DB - Daily wage service, when followed by regularization, might be eligible for pension even without completing the full number of years of service to qualify.

Jammu and Kashmir High Court

1. UT of J&K through its Commissioner v. Kashmiri Lal, WP(C) No. 778 of 2025 - If benefits under a Self-Regulatory Organisation scheme are wrongfully granted to the employee, then the same cannot be recovered by the department.
2. HC/GD Harish Chander v. Union of India & Ors., WP(C) No. 2799 of 2019 - Compulsory retirement is valid for leaving service without justification from the armed forces; however, the employer cannot launch a 'manhunt' for the deserting employee.
3. Sita Ram v. UT of J&K & Ors., WP(C) No. 2416 of 2024 - A higher salary mistakenly credited to an employee cannot be recovered by the employer, but an employee cannot seek continuation of any erroneous benefits.
4. J&K Horticulture Produce Marketing And Processing Corporation v. Abdul Razak Malla & Ors., LPA No. 228 of 2023 - The doctrine of "no work no pay" cannot be pressed into service when an employee is kept away from work by the act or omission of the employer.

Kerala High Court

1. Thomas Antony v. State of Kerala, 2025:KER:22497 - The Court directed the State government to formulate guidelines for anonymising details of the complainant under the POSH Act.
2. PN Uma Shanker, Secretary, Kerala Electrical Wiremen and Supervisors Association v. The Deputy Director (In Charge) ESI Corporation & Ors., Insurance Appeal No.12 of 2023 and No. 2 of 2024 - An entity will not be entitled to coverage under the Employees State Insurance Act, 1948 solely on the basis of its registration under the Kerala Shops and Commercial Establishments Act.
3. Kerala Tourism Development Corporation Limited v. Benny Mathew, 2025:KER:18636 - An Appellate Authority must properly consider prior judicial observations when reconsidering disciplinary action and cannot simply adopt a judicial review approach.

Madhya Pradesh High Court

1. Little World Higher Secondary School v. State of M.P., WP No. 563 of 2023 - The employer's obligation to pay gratuity is not contingent upon the employer making a written application for it, as the right begins immediately upon the employee's exit.

Orissa High Court

1. Tilottama Baliarsingh v. State Of Odisha, WP(C) No. 32917 of 2011 - An employee should be granted higher pay according to the work actually done and not merely the position prescribed.

Madras High Court

1. Dr. R. Mathivanan v. Government of Tamil Nadu & Ors., WA (MD) No.1609 of 2018 - The re-employment of faculty retiring mid-academic year is mandatory, but not if there are any pending disciplinary proceedings.
2. The General Manager and Others v. SV. Mothilal, WA (MD) No. 932 of 2021 - The High Court quashed a disciplinary proceeding that was concluded within just two weeks due to the hurried nature of the proceedings.
3. Dr. Sangeetha Siraam v. The Teachers Recruitment Board & Ors., WP No. 15473 of 2019 - The one-year LL.M. programme approved by the UGC is not invalid for getting appointed into public departments or Universities.
4. M. Maheshwaran & Ors. v. The Chairman & Managing Director, WP(MD) No.10763 of 2021 - When terminated workers cannot be reinstated, they must be permitted to participate in any future recruitment processes, along with an appropriate age relaxation.

Punjab and Haryana High Court

1. Computer Teachers Welfare Society (Regd.) v. State Of Punjab & Ors., 2025:PHHC:027363-DB - Computer teachers recruited under the Punjab Information and Technology Education Society (PICTES) are required to be governed by the Punjab Civil Service (PCS) Rules.



International Cases

Biological Sex

FOR WOMEN SCOTLAND LTD. V. THE SCOTTISH MINISTERS, [2025] UKSC 16

FOR THE INTERPRETATION OF 'WOMEN' UNDER THE EQUALITY ACT, TRANS WOMEN WITH GRC ARE EXCLUDED AND ONLY 'BIOLOGICAL SEX' IS COVERED. GENDER QUOTAS PROVIDED UNDER THE SCOTTISH ACT FOR PUBLIC BOARDS MUST ALIGN WITH BIOLOGICAL SEX

Court: United Kingdom, Supreme Court

Facts: The appellant challenged the Scottish Court's decision rejecting For Women Scotland's (FWS) contention of excluding 'women' as per their Gender Recognition Certificate, and to only recognise 'women' as per their biological sex under the Equality Act, 2010.

This issue arose when the Gender Representation on Public Boards (Scotland) Act, 2018 provided a gender target to increase the participation of women. FWS, a feminist voluntary organisation challenged the Scottish Government's decision of including women as per their Gender Recognition Certificate, i.e., transwomen. This contention was rejected by the Scottish Court, holding that 'women' under the Equality Act includes both 'biological sex' as well as trans women with a 'Gender Recognition Certificate'.

Judgement: The Supreme Court held otherwise, and unanimously confirmed that for the interpretation of 'women' under the Equality Act, trans women with GRC are excluded and only 'biological sex' is covered. It further held that gender quotas provided under the Scottish Act for public boards must align with biological sex and not gender reassignment recognised through a GRC. The Court, however, clarified that this exclusion does not remove workplace protections for trans people. And, trans employees will still remain protected under the Equality Act, 2010 against discrimination, irrespective of holding a GRC or not.

Employment Rights

PHYLLIS SULLIVAN V. ISLE OF WEIGHT COUNCIL, [2025] EWCA CIV 379

PROTECTION UNDER ERA FOR THE NHS IS AVAILABLE ONLY FOR EMPLOYERS

Court: England and Wales Court of Appeal (Civil Division)

Facts: The appellant, Phyllis Sullivan, challenged the decisions of the Employment Tribunal and Employment Appeal Tribunal, which held that she is not in an analogous position to those who need protection for National Health Services (NHS) under the Employment Rights Act (ERA) for making protected disclosures. The appellant applied for a job with the respondent, and alleged that her application suffered detriments as she made disclosures, therefore, sought protection as per ERA.

Judgement: The Court of Appeal upheld the rulings given by the Employment Tribunal and Employment Appeal Tribunal, on the ground that protection under ERA for the NHS is available only for employers, and she was just an applicant for the job.



Gender-based slurs

J ANGELO CORLETT V. WILLIAM TONG, CASE NO.: 24-CV-78 TWR (MPP)

ORDER OF SUSPENION WITHOUT PAY BASED ON STUDENTS' COMPLAINTS FOR USING GENDER-BASED SLURS UNRELATED TO CLASS DISCUSSIONS

Court Name: 9th Circuit Court, United States District Court, Southern District of California

Facts: The plaintiff, a philosophy professor at San Diego State University, was suspended without pay based on students' complaints for using gender-based slurs unrelated to his class discussions. He was earlier also dismissed for using racial slurs in the class.

Judgement: The Court dismissed the claims of the plaintiff holding that the slurs used by him in class were unrelated to the class discussions. The Court, further, cited investigator's reports used by the University before ordering his suspension.

Dismissal

PRESIDENT TRUMP V. WILCOX, CASE NO. NO. 24A966

US SUPREME COURT STAYS REINSTATEMENT ORDER TILL FINAL DISPOSITION OF THE CASE AGAINST THE DISMISSAL OF A LABOUR RELATIONS BOARD MEMBER

Court: Supreme Court of the USA

Facts: The appellant dismissed the defendant, who was a member of the National Labor Relations Board. The same was challenged before the district court, which ruled in the favour of the defendant. It held the dismissal as unlawful and ordered for the reinstatement of the defendant. The same was further appealed by the appellant before the Supreme Court of USA.

Judgement: The Supreme Court ordered a stay on both the rulings of the district court, and asked the defendant to file a response application.



POLICY AND LEGISLATIVE UPDATES

KARNATAKA'S CABINET CLEARS PLATFORM-BASED GIG WORKERS' BILL

The Karnataka Cabinet has cleared the Karnataka Platform-based Gig Workers (Social Security and Welfare) Bill, 2024. The government is expected to take the Ordinance route to implement the welfare provisions. If passed, this would make Karnataka the second State in the country to introduce legislation for the welfare of platform-based gig workers after Rajasthan.

The objectives include constituting a welfare board, placing obligations on aggregators or platforms in relation to social security, occupational health and safety, transparency in automated monitoring and decision-making systems, providing dispute resolution mechanisms, registering platform-based gig aggregators/platforms in the State, and establishing a fund for financing schemes to provide social security and welfare for platform-based gig workers.

KARNATAKA ISSUES A DRAFT NOTIFICATION ON MINIMUM WAGE

The Karnataka government issued a draft notification relating to the minimum wages for skilled and unskilled workers in various categories. According to the draft notification, those in sanitation work will be entitled to get a minimum of Rs 21,251.30 per month, highly skilled electricians will be entitled to Rs 34,225.42 per month, skilled electricians will be entitled to Rs 31,114.02 per month and semi-skilled electricians will get Rs 28,285.47 per month, while unskilled electricians will get Rs 989 a day and Rs 25,714.07 per month.

DELHI GOVERNMENT HIKES MINIMUM WAGES FOR WORKERS OF ALL CATEGORIES

With the increased wage rates, an unskilled worker in the national capital will now get a minimum of ₹18,456 per month, while someone who holds a graduation degree will get at least of ₹20,371 per month, and a skilled worker will get a minimum of ₹22,411 per month. The increased wages will be applicable from April 1, 2025. Workers earning less than the revised wage can file a claim before the Joint Labour Commissioner/Deputy Labour Commissioner of the concerned District, who can hear and decide claims relating to payment of wages.

PARLIAMENTARY COMMITTEE URGES THE LABOUR MINISTRY TO FINALIZE AN INDEPENDENT REVIEW OF THE EMPLOYEES' PENSION SCHEME (EPS)

A Parliamentary Standing Committee on Labour, chaired by BJP MP Basavaraj Bommai, has urged the Ministry of Labour and Employment to finish the first-ever third-party evaluation of the Employees' Pension Scheme (EPS) by the end of 2025. The panel also emphasized revising the minimum pension amount of ₹1,000, considering the sharp rise in the cost of living since the scheme's inception in November 1995. The Ministry has awarded the evaluation contract through the Request for Proposal (RFP) process, and the process is currently ongoing. The committee has strongly recommended that the evaluation should be completed within a specific timeline, ideally by December 2025, to ensure actionable insights and improvements.

PARLIAMENTARY COMMITTEE RECOMMENDS EXTENSION OF THE PRODUCTION-LINKED INCENTIVE (PLI) SCHEME

A Parliamentary committee has recommended extending and enhancing the production-linked incentive (PLI) scheme and expanding its coverage to include labour-intensive sectors, such as chemicals, leather, apparel, handicrafts and so on. Currently, the PLI scheme covers 14 sectors, including mobile phones, drones, white goods, telecommunications, textiles, automobiles, specialty steel, pharmaceutical drugs, and so on, with an outlay of ₹1.97 trillion. The committee has recommended extending the scheme to additional sectors, such as defence manufacturing, aerospace, and shipping containers, to strengthen domestic manufacturing.

EMPLOYEES' STATE INSURANCE CORPORATION PUBLISHES DRAFT EMPLOYEES' STATE INSURANCE (GENERAL) AMENDMENT REGULATIONS, 2025

The Employees' State Insurance Corporation has invited comments and suggestions on the Draft Employees' State Insurance (General) Amendment Regulations, 2025, to further amend the Employees' State Insurance (General) Regulations, 1950. The objections and suggestions, if any, may be addressed to Shri Deepak Joshi, Insurance Commissioner (Benefit), Employees' State Insurance Corporation by 4th May, 2025. The Draft amendment proposes to insert a new regulation, i.e., Regulation 103AA, in the Principal Regulations to provide medical benefits to retired beneficiaries. It states that an employee in respect of whom contribution is or was payable for not less than five years after 01.04.2012 and who subsequently ceased to be covered under the Act due to exceeding the wage limit, superannuating on attaining the age of superannuation, retiring under a Voluntary Retirement Scheme or taking premature retirement with wages up to rupees thirty thousand per month on or after 01.04.2017, will be eligible to receive medical benefit for self and his/her spouse.

ENHANCEMENT OF COMPENSATION FOR LOSS OF LIFE TO CONSTRUCTION WORKERS IN TAMIL NADU

The compensation for loss of lives while on work for construction workers in the state of Tamil Nadu has been enhanced to Rs 8 lakh from the existing Rs 5 lakh. Extending the educational assistance for the children of construction workers to those pursuing nursing and catering, Labour Minister CV Ganesan also announced Rs 3,000 a year for these students.

SIKKIM PUBLISHES DRAFT CHILD LABOUR (PROHIBITION AND REGULATION) SIKKIM (AMENDMENT) RULES, 2025

The Department of Labour, Govt. of Sikkim, on April 04, 2025, issued the Draft Child Labour (Prohibition and Regulation) Sikkim (Amendment) Rules, 2025. The Notification No. 04/LD/Adm seeks to amend the Child Labour (Prohibition and Regulation) Sikkim Rules, 1994. A time period of 30 days has been provided to raise objections or suggestions to the Secretary, Labour Department, Sikkim, regarding the draft. The draft rules notably insert provisions on creating public awareness on the prohibition of employment of children and adolescents in contravention of the Child and Adolescent Labour (Prohibition and Regulation) Sikkim Act, 1986, allowing children to assist the parents without affecting school education and allowing children to work as child artists subject to various conditions.

SIKKIM PUBLISHES DRAFT SIKKIM SHOPS AND COMMERCIAL ESTABLISHMENT (AMENDMENT) RULES, 2025

The Department of Labour has notified the Draft Sikkim Shops and Commercial Establishment (Amendment) Rules, 2025 on April 04, 2025, to seek to amend the Sikkim Shops and Commercial Establishment Rules, 1984. The draft provides a time period of 45 days to raise objections or suggestions. These draft rules propose to insert the definition of the term "electronically". Further, Rule 4 has been sought to be amended to mandate the electronic or paper form submissions of employer statements and registration certificates. As per the proposed amendments, the fees for registration and renewal must be paid either via online transfers or a bank receipt.

JHARKHAND NOTIFIES THE JHARKHAND FACTORIES (AMENDMENT) RULES, 2025

The Jharkhand Government has notified the Jharkhand Factories (Amendment) Rules, 2025 in the official Gazette on 9 April 2025. The rules come into effect from the date of notification and primarily seek to amend Rule 100 and 100A of the Jharkhand Factories Rules, 1950. After the amendment, Rule 100(1) now includes an option to furnish the annual returns electronically. The rule provides that if the annual return is not furnished till 15th January of the subsequent year, the return can be further furnished electronically with the penalty equivalent to 50% of the renewal fees till 31st March & 100% of the renewal fee till 30th June of the subsequent year. Similarly, amendments to Rule 100A seek to insert the provisions on the validity of the license if the occupier has not submitted a closure report of the factory in Form 29. The details of the revocation of the certificate of registration are also provided.

DESK DISPATCHES

GENDERED PREFERENCES IN THERAPEUTIC ROLES: EXAMINING WOMEN'S OVERREPRESENTATION IN UNPAID EMOTIONAL CARE WORK WITH REFERENCE TO 'ADOLESCENCE' SERIES

Akanksha Yadav, Editor CLLRA

Female Psychologist in 'Adolescence'

Adolescence, a mini television series, premiered on Netflix in March 2025. Within one month, the series became popular and a hot topic among the public for showcasing the increasing misogyny and violence against women in light of adolescent boys' views on masculinity, dominance, etc, amidst the unregulated access of social media and internet by kids. The 4-episode series' plot revolved around the arrest of Jamie, a 13-year-old, for the brutal murder of his classmate.

The third and second-last episode which cleared the suspense around Jamie being the murderer via his interactions with forensic psychologist Briony Ariston. The episode unraveled the psyche of the protagonist boy, his views towards masculinity, women, and himself fluctuating between his aggressive and friendly interactions with the psychologist. The episode became chilly and intense for a brief time when the protagonist threw up the table and showed aggressive-violent tendencies towards the psychologist, played by a female character. This was followed by the breakdown of the psychologist herself, after leaving the interaction space, showing the negative impact on her of this confrontation.

As the series deals with masculinity, gender stereotyping around women, and it is also shown that Jamie is not able to open up in front of his mother and sister, the question of choosing a female psychologist raises some questions. Whether the choice of female psychologist was a mere coincidence, or just to break the character of Jamie in front of a female whom he considered weak, or the makers of show themselves followed the trend of using a female image of psychologist, or female psychologists/therapists are expected to be suitable for the job of counselling/therapy — an important aspect of paid care work which is based on emotions of empathy and care, which is claimed to be a part of feminine character.

The Overrepresentation of Women in Counselling/Therapy

A study examining the gender disparity in occupational therapy highlighted that in Western countries, women form 89% of the workforce. [1] Another survey conducted in England by BACP, which has the highest counsellors, confirmed the huge gender imbalance that exists in the UK within the field of counselling or therapy, where only 16% of males were involved in the profession compared to 84% of women. [2] The survey further showed that mostly women counsellors were underpaid, unpaid for their major role, whereas male counsellors were able to generally shift to higher managerial positions. This can also be understood in the context of the International Labour Organisation's report on care work, which discussed how there is always an undervaluation of unpaid care work, which becomes underpaid as the professional/occupational care sectors are overrepresented by women. [3] Furthermore, studies conducted in the US showed the same disparity, with 75.6% of therapists being women, whereas only 24.4% of therapists were men. [4] Additionally, a study on mental health professionals in substance abuse therapy found that male therapists tend to show more stereotypical attitudes than female therapists. [5] Therefore, reinforcing the gender stereotypical image of female therapists being more friendly and empathetic, consequently overburdening them in care work roles in professional settings as well. Thus, there have been various studies abroad highlighting the overrepresentation of women in the field of therapy and counselling, which remains underpaid and neglected.

In India also, a study conducted by The Thought Company confirmed that women form the major workforce in the field of therapy. However, they still face various inequalities, including lower wages than their male colleagues for equal work. [6] Another study highlighted how female therapists are preferred over male therapists [7] in the Indian settings as well. Mini Nair, a consultant psychologist and psychotherapist herself, highlighted the issue of gender disparity in the field of mental health professions in India. [8] She contrasts the overrepresentation of females in the field of therapy to their bare representation in the field of psychiatry. This contrast could again be understood within the gender roles,

psychiatrists would be seen as real doctors prescribing medicines, so men would be preferred in the medical field of psychiatry compared to psychology, where it's more about listening, empathising, responding with care, which are seen as the natural attributes of women. She also contextualises this with gender stereotyping saying- "in a patriarchal society with women expected to be and brought up to be more caring, listening, supportive, comfortable with emotional blabberage. Often clients too are more comfortable speaking to female therapists. The places of employment are Mental Hospitals, Non- governmental organisations, Schools- Municipal and Private." [9] Therefore, it could be concluded that in India also, women are preferred for the role of therapists or counsellors more than psychiatrists, even in public organizations.

Conclusion- Overrepresentation explained vis-a-vis Social Reproduction Theory

These statistics, therefore, hint at the idea that mostly women are employed in the business of therapy and counselling that is dispersion of emotional labour in a professional setup. As per the social reproduction theory given by Marxist-feminists, the jobs of social production and reproduction, including cooking, cleaning, and caring, are the responsibility of women, whereas men are responsible for doing capitalist productive work in society. When women are able to escape the unpaid social reproductive work of the private sphere of family, in the public sphere, they are again preferred in jobs that are seen as an extension of their social reproductive responsibilities. However, as shown by studies, this overrepresentation serves as a major ground for the therapy/counselling sector being underpaid, and making again one gender responsible for taking the load of emotional labour – women.

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HOW MORAL ARE MORALITY CLAUSES? AN ANALYSIS OF THE PREVALENCE OF MORALITY CLAUSES IN SPORTS CONTRACTS THROUGH THE LENS OF INDIAN LABOUR LEGISLATION

Vidyut Muralidharan

Introduction

"If you're going to pay someone a lot of money, you want to know that they're going to represent your brand in a positive light, on and off the court." – **Mark Cuban**

The rising popularity of 'morality clauses' being used as a safeguard by sporting entities to prevent backlash from public outcry against athletes' actions is seemingly innocent but creates a grey area of possibilities for their arbitrary application by sporting organisations. While some cases of morality clauses being triggered are open and shut cases such as that of South African para-athlete Oscar Pistorius being convicted in the murder of his then-girlfriend Reeva Steenkamp,[1] some cases such as the terminations of valuable endorsement agreements for American athlete Michael Phelps, the cause of which was a controversial 'leaked' photo, are striking examples of the arbitrary and disproportionate application of these clauses.

In this paper, I attempt to outline how there is a serious need for review and improved structuring of morality clauses in sports contracts, and how in their current form they can be effectively impeded by Indian labour legislation. Firstly, I will analyse the advent of such morality clauses in the European context, weighing the nature of such clauses against the challenges to their validity. Secondly, I will conduct a thorough analysis of the Indian labour law standpoint and discourse surrounding the same and measure its applicability to the adjudication of disputes surrounding such clauses. Finally, I will discuss possible ways forward and methods to redesign these clauses to be compatible with existing Indian labour legislation.

Morality clauses in the European Sporting Context

Morality clauses have been an increasingly trending feature in European player contracts with the advent of increased player freedom, and the pressing need for the 'image' of the sporting organisation to be upheld has led to sporting clubs taking drastic measures to ensure the same. A striking feature of most of these clauses is the extremely ambiguous nature of the language they contain, leading to a much wider sense of activation for the employer than desired. The primary rationale behind the increasing trend in the incorporation of these clauses into player contracts has been sporting organisations' pressing need to protect themselves from 'disrepute'.

Such clauses, although seemingly acting purely to safeguard the club's interests in the most extreme scenarios wherein athletes commit heinous offences, are in fact far vaguer and more arbitrary in application. Take, for example the case of the German association football club FC Mainz's forward Anwar El Ghazi. El Ghazi was suspended by Mainz in November 2023 when a morality clause in his contract was triggered due to his sharing of pro-Palestine slogans on his social media account in response to purported atrocities committed by the Israeli Army in the Gaza Strip. On appeal to the Mainz Labour Court, El Ghazi was compensated his weekly salary for each week during the pendency of the suit and was also reinstated to Mainz's roster. This is an example of arbitrary applications as such statements cannot be said to be controversial and do not violate the agreed upon codes of conduct that are prevalent in German football and the broader FIFA guidelines. These instances, which can be seen as harmless instances of athletes voicing their opinions on pressing societal issues cannot be said to tarnish the reputation of their employer clubs, which serves as the primary rationale for morality clauses in the first place.

In her work Patricia Sanchez illustrates how these morality clauses have largely 'evaded judicial and academic review' and highlights the pressing need for a long overdue analysis of these provisions.[1] She traces the evolution of morality clauses, which can be broadly classified as two types, namely 'Bad Behaviour' clauses and 'Reputational Impact' clauses. Bad Behaviour clauses deal with outright undesirable behaviour on the part of the athlete, regardless of the consequences or fallout. For example, take the termination of the contract of the Romanian footballer Adrian Mutu, whose contract was terminated by Chelsea Football Club due to him testing positive for cocaine during his medical evaluation. This termination was upheld by the Court of Arbitration for Sport on appeal.[2] The earliest jurisprudence regarding a 'bad behaviour' morality clause can be found in *Ackermann v Siegel* in the United States wherein the

employment contract contained a provision that simply prohibited the employee's 'bad behaviour or fast living'.^[3] Upon appeal to the New York Supreme Court in 1918, this contract was rightfully terminated by the employer due to violation of the morality clause.

Meanwhile, Sanchez defines Reputational Impact clauses as those provisions which are less direct and provide for termination based on the backbite from community reactions to actions performed by an athlete off the court.^[4] Reputational Impact Clauses are often extremely vague and arbitrarily applied due to the wide range of actions that could be covered under the fold of these clauses. Often these clauses do not even require the existence of a scandal as such, but simply the unilateral assessment of harm caused to the reputation of the organisation.^[5] The case of El Ghazi can be seen as a hallmark of Reputational Impact Clauses. Although they have generated backlash from actions committed by athletes, morality clauses have evolved both in structure and in nature in recent times. The first time morality clauses were used on a large-scale was during the 1920s in the United States due to the widespread scandals involving Hollywood stars at the time.^[6] Since then, morality clauses have become the norm rather than the exception in sports and endorsement contracts, with data in 2003 suggesting that around 75% of sports contracts in the United States contained morality clauses. To better understand the position that morality clauses would hold in the Indian context, it would be prudent to analyse them in light of the Indian labour legislation and examine their applicability pursuant to the same.

Indian Labour Laws Position on the Morality Clauses

While there has been ground broken in European legislation's position on the same, the status of sportspersons as employees under the Indian labour laws remains a complex and evolving issue. The fundamental question to be addressed in this case is the recognition of athletes as 'employees' with regard to the Indian labour legislation. This classification, if accepted, would grant them a far wider scope of legal protection. Determining whether sportspersons are 'employees' or 'independent contractors' is often difficult, due to the fact that most contractual relationships in the sporting sector in India are heavily imbalanced towards the employers or sporting organisations rather than sportspersons themselves. Numerous factors must be considered in any possible application of Indian labour legislation to the sporting sector.

Firstly, statutes such as the Industrial Disputes Act^[7] must be taken into account. For this act to be applicable, thereby bringing a case of industrial dispute against a sporting organisation, the organisation must be recognised as an 'industry'. The Bombay High Court in *Ratilal B. Ravji v. Tata Sports Club* ^[8] made use of the 'dominant nature' test whilst ruling that in this case a sports club could indeed fall under the definition of the term 'industry' as per the Act. In addition to this landmark decision, Indian courts have also noted the degree of control that an employer exercises over the individual's work as well as the extent of integration of an employee into the organisational structure as important factors in determining employment relationships in sporting scenarios. Furthermore, the Supreme Court in *Board of Control for Cricket in India (BCCI) v. Regional Director Employees' State Insurance Corporation*,^[9] noted that the BCCI could be considered a "shop" for the purposes of the Employees State Insurance Act, 1948. This is a crucial step as it broadens the scope of application of labour legislation to sports organisations in India. However, despite these adequate legal frameworks, the application of labour legislation to sportspersons in India remains inconsistent, leading to athletes finding themselves in a grey area when attempting to take legal recourse in employment disputes, which is a serious concern especially in the case of such instances involving morality clauses.

Conclusion

Morality clauses have become increasingly important in sports contracts, particularly in the Indian context. These clauses give companies the right to terminate contracts with athletes if their behaviour is deemed injurious to the brand's reputation or image. As the Indian sports industry continues to grow, there is a need for a more nuanced approach to morality clauses that balances the interests of both athletes and organizations.

Firstly, greater specificity and clarity is required in the drafting of these clauses. Instead of broad, general language, these clauses should explicitly outline the types of behaviour that could lead to the termination of the employment contract. This approach would provide athletes with a clear understanding of their obligations and reduce the risk of arbitrary enforcement. Sports organizations should take into consideration cultural and social context during the application of these clauses as this would be a great step in helping to avoid unfair terminations based on cultural misunderstandings. Furthermore, there is a need for a more robust legal framework in India that specifically addresses the use of morality clauses. This can range from guidelines on what constitutes reasonable restrictions to possible ways to balance an athlete's intrinsic right to freedom of speech with a brand's need to protect its image. This, coupled with

the implementation of clear dispute resolution mechanisms for cases involving alleged violations, would be major progress in the path to an equitable implementation of morality clauses in the Indian sporting sphere.

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DOMESTIC LABOUR LAW NEWS

MIRA BHAYANDAR NEWS: MBMC CONTRACTORS CAUGHT VIOLATING MANUAL SCAVENGING BAN, WORKERS MADE TO CLEAN DRAINS WITHOUT SAFETY GEAR

Contractors working for the Mira Bhayandar Municipal Corporation (MBMC) violated manual scavenging laws as workers cleaned drains without any safety equipment. The MBMC had previously issued notices in January threatening action against housing societies and commercial complexes for similar practices. The civic administration ignored these violations despite the clean-up work being as dangerous as manual scavenging, which was banned under the Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013. The law mandated penalties, including imprisonment of up to two years or fines up to Rs 1 lakh for anyone engaging workers in manual scavenging. The MBMC's contractors openly broke these rules while the municipality failed to enforce the same standards it demanded from others.....[Read more](#)

MANUAL SCAVENGING: TWO SANITATION WORKERS DIE CLEANING A SEPTIC TANK IN GUJARAT

Two workers, Dilip Chauhan (48) and Dilip Vaghela (45), died while cleaning a 15-foot septic tank at Dilip Kubavat's house in Ranpur village, Junagadh district. Toxic fumes caused them to fall unconscious during the cleaning operation on April 17. Jamnaben, Chauhan's wife, filed a complaint stating Kubavat hired her husband for Rs 2,500 to clean his overflowing tank. Vaghela and two other relatives joined the work. The Kubavat family attempted a rescue but also collapsed from the gas exposure. This incident followed a January tragedy where two Dalit sanitation workers died cleaning a manhole in the Surendranagar district. Authorities filed an FIR against officials and contractors under the Manual Scavengers Act. The Gujarat High Court ordered the Commissioner of Municipalities to develop a permanent solution to prevent recurring manual scavenging deaths.[Read More](#)

PUNJAB GUEST FACULTY: 4 MONTHS WITHOUT PAY PLUNGE TEACHERS INTO FINANCIAL RUIN

Nearly 70 guest faculty members in Punjab government colleges faced severe financial hardship after receiving no salaries since January. Despite maintaining daily attendance and committee participation, their teaching workload diminished significantly following the appointment of 1,091 regular professors in September. The crisis affected educators across multiple districts including Ludhiana, Fazilka, Mansa, and Bathinda. Some teachers with over two decades of service found themselves without classes but still required to be present on campus. Ravinder Singh from the Guest Faculty United Front highlighted that 396 teaching posts remained vacant in 16 new government colleges alone. Teachers approached MLAs and principals but received only verbal assurances. Faculty members threatened statewide protests if officials did not disburse their salaries soon. [Read More](#)

HC QUASHES FIR AGAINST INFOSYS' KRIS GOPALAKRISHNAN, IISC OFFICIALS IN CASTE DISCRIMINATION CASE

The Karnataka High Court quashed a criminal case against Infosys co-founder Kris Gopalakrishnan and 15 others that was filed under the SC/ST Prevention of Atrocities Act. Justice Hemant Chandangoudar ruled that the complaint by former professor D Sanna Durgappa constituted harassment after his 2015 termination. Durgappa, a Dalit professor, claimed the petitioners harassed him based on caste, falsely accused him of sexual harassment, and unfairly terminated him. The FIR was registered in January on court instruction. The High Court determined the dispute was civil, not criminal. Durgappa had previously reached a settlement, receiving benefits and agreeing to withdraw all complaints. The court noted that two similar complaints filed in 2016 and 2017 were also quashed, calling the repeated filings an abuse of law..... [Read More](#)

OBC MAN QUILTS JOB AT KERALA'S KOODALMANIKYAM TEMPLE AMID CASTE DISCRIMINATION ROW

B A Balu, an Ezhava Hindu from a backward community, resigned from Kerala's Koodalmanikyam temple amid caste discrimination. The temple had originally appointed him as a kazhakam (priest's assistant) in March, the first person from a backward community to hold this position. Upper-caste Warriar priests protested his appointment, prompting temple authorities to reassign him to an office job instead. Koodalmanikyam Devaswom Board chairman C K Gopi confirmed Balu submitted his resignation on Tuesday, citing health and personal reasons. When the controversy erupted, Balu stated he neither wanted to keep the position nor protest against the priests, avoiding disruption before the upcoming temple festival. The state government opposed the priests' discriminatory stance, while the temple board raised legal concerns about reassigning him from his original position.....[Read more](#)

BLINKIT GIG WORKERS GO ON STRIKE DEMANDING BETTER PAY, COTTON UNIFORMS

Blinkit suspended 150 delivery executives after they staged a two-day strike in April 2025. Workers demanded an end to mandatory 12-4 pm shifts, higher minimum wages, and basic amenities like shade and drinking water. The Gig and Platform Services Workers Union (GIPSWU) shared images of uniformed workers protesting against rider harassment. Workers also requested cotton uniforms for summer. According to a former employee, Blinkit's incentive structure required mandatory shifts during 12-4 pm and 8-10 pm to qualify for day shift bonuses. After the strike, management forced workers to sign non-letterhead documents prohibiting future protests and to record videos declaring their agreement. Despite threats of police action, workers remained committed to their demands.....[Read more](#)

CASE AGAINST BRICK KILN OWNER FOR FORCING COUPLE TO WORK AS BONDED LABOURERS

Police registered an FIR against Pandit Mhatre under Bharatiya Nyaya Sanhita sections and provisions of the SC/ST (Prevention of Atrocities) Act and Bonded Labour System (Abolition) Act. A 30-year-old Katkari community woman filed the complaint at the Bhiwandi Taluka police station. She and her husband worked at Mhatre's brick kiln at Kharbaon. In May 2024, she borrowed Rs. 12,000 from Mhatre while five months pregnant and returned to her village Satpati. Her husband took a fishing boat job. In October 2024, Mhatre forced the couple to resume working at his kiln despite her post-childbirth recovery. They lived on temple premises and received only Rs. 20 daily. On February 23-24, 2025, when she fell ill, Mhatre hurled caste-based abuse and assaulted her husband. Police have made no arrests yet.

.....[Read more](#)

KERALA ASHA WORKERS DEMAND RS 3,000 HONORARIUM HIKE AND SWIFT REVIEW TO END STRIKE

ASHA workers protested outside the Thiruvananthapuram Secretariat and refused to end their strike without a formal government declaration increasing their monthly honorarium. Labour Minister, V. Sivankutty, met with workers on Monday and verbally agreed to enhance their pay and establish a review committee within three months. Workers rejected these verbal assurances and demanded official documentation of monetary benefits. They proposed an immediate ₹73,000 monthly honorarium increase and requested an expedited one-month commission review period rather than the suggested three months. The protesters maintained they would continue their agitation until the government issued a formal order with the revised honorarium and confirmed timeline for the commission's process.....[Read more](#)

ANDHRA PRADESH ISSUES ORDINANCE TO IMPLEMENT SUB-CATEGORISATION OF SCS

Andhra Pradesh Governor S. Abdul Nazeer promulgated an ordinance dividing the state's 59 Scheduled Caste communities into three categories based on population, backwardness, and social cohesion. The Law Department issued a Government Order following the Governor's approval. The Telugu Desam Party-led coalition government issued the ordinance to comply with last year's Supreme Court ruling. Group-I (12 castes) received 1% reservation, Group-II (18 castes) got 6.5%, and Group-III (29 castes) secured 7.5%. The government collected opinions from caste organizations and used the 2011 census data, treating the entire state as a single unit. Social Welfare Minister Dola Balaveeranjanya Swamy stated the ordinance aimed to ensure equitable access to education and jobs among SC communities.....[Read more](#)

INFOSYS CONTINUES LAYOFFS DESPITE ONGOING PROBE, 370 MORE LET GO

Infosys terminated 370 trainees on April 18, 2025, for allegedly failing internal assessments, marking their third mass layoff in seven months. Nascent Information Technology Employees Senate (NITES) filed a second complaint with the Ministry of Skill Development, calling the terminations "illegal and unethical" as they violated apprenticeship laws and proper procedures. Affected trainees like 25-year-old Salim reported being forced to write resignation letters after waiting nearly two years for their offer letters. Trainees criticized the inadequate training and rushed assessment schedule. CEO Salil Parekh defended the company's "rigorous" assessment process. NITES demanded an immediate stay on further terminations, reinstatement of dismissed trainees, penalties against Infosys, and inclusion of the newly terminated trainees in the ongoing ministry inquiry.....[Read more](#)

MUMBAI: 87 CHILD LABOURERS RESCUED SINCE 2024, MAJORITY FROM UP AND BIHAR

Mumbai Police's Special Juvenile Aid Police Unit registered 40 child labour cases since early 2024, rescuing 87 minors predominantly from Uttar Pradesh and Bihar. In 2024, authorities filed 28 cases and rescued 61 children, while 2025 saw 12 cases resulting in 26 rescued minors. The Special Juvenile Aid Police Unit (JAPU) unit of Mumbai Crime Branch, collaborating with state government officials, conducted a recent raid at a factory within the Rafi Ahmed Kidwai Marg Police Station jurisdiction. Officers rescued six underage boys performing labour-intensive tasks - three 17-year-olds, two 15-year-olds, and one 16-year-old. Five of these children came from Bihar and one from Uttar Pradesh. The raid took place on Monday as part of the police's ongoing crackdown on child labour violations.....[Read more](#)

TRAFFICKED WOMEN THROWN INTO SEX WORK

Delhi crime branch has made arrests and rescued 35 years old victim trafficked from West Bengal lured by the promise of a job. The arrest and rescue was done in an area nearby GB Road in Delhi. The reports have been lodged and further action is awaited. The victim is from a poor background and educated till 5th thus was a susceptible to such deceptions used by criminals.....[Read more](#)

PROTEST DEMANDING JOBS AT BOKARO STEEL PLANT TURNS VIOLENT, YOUTH KILLED

A 23-year-old protester, Prem Mahto, died after CISF personnel allegedly struck him on the head during a lathi charge at Bokaro Steel Plant headquarters on Thursday. The crackdown injured at least 15 others, with one person admitted to ICU. The Visthapit Apprentice Sangh led demonstrations demanding jobs for displaced youth, resulting in citywide shutdown and halted plant operations that trapped thousands of workers inside. Officials promised Mahto's family ₹20 lakh compensation. Deputy Commissioner Vijaya Jadhav formed a three-member inquiry committee and ordered the arrest of BSL's chief general manager. Protesters claimed the plant, established in 1967-68, acquired 34,000 acres with promises of 20,000 jobs. Since 2016, only 1,500 of the 4,328 identified displaced youths received apprenticeships.....[Read more](#)

INTERNATIONAL LABOUR LAW NEWS

INTERNATIONAL LABOUR ORGANIZATION (ILO) AND SWISS AGENCY REAFFIRM SUPPORT FOR OMAN'S INCLUSIVE SOCIAL PROTECTION REFORMS

The ILO and the Swiss Agency for Development and Cooperation (SDC) joined Omani officials to reinforce collaboration on expanding inclusive social protection. During a high-level lunch hosted by Oman's Social Protection Fund, there were discussions focused on Oman's engagement with the new ILO STREAM programme, launched in December 2024. STREAM aims to dismantle barriers preventing migrant workers from accessing social protection, while promoting policy reform, dialogue, and regional cooperation across the South Asia–Gulf migration corridor.

KAZAKHSTAN TRIPARTITE SEMINAR VALIDATES REPORTS ON OSH, MINING SAFETY, AND LABOUR INSPECTION

Over 30 representatives from Kazakhstan's government, employers, and workers met in April 2025 at an ILO-led seminar to review three major reports. These include Kazakhstan's updated National Occupational Safety and Health (OSH) Profile, a GAP analysis on compliance with the Safety and Health in Mines Convention, and a GAP analysis of labour inspection systems. International consultants presented findings and recommendations, advancing Kazakhstan's efforts to align occupational safety and health practices with global standards.

ILO URGES BRICS TO LEAD ON SOCIAL JUSTICE AMID AI AND JUST TRANSITION SHIFTS

ILO Director-General Gilbert F. Hounbo urged BRICS nations to champion social justice amid the transformations driven by Artificial Intelligence (AI) and sustainability. Speaking at the BRICS Labour Ministers' Meeting, Hounbo applauded Brazil's leadership in promoting South-South cooperation and emphasized the critical role of decent work and inclusive development in a changing global labour market. Ministers adopted a groundbreaking Labour and Employment Ministers' Meeting (LEMM) declaration focused on AI and Just Transition.

ILO AND NIKE LAUNCH COMMUTING SAFETY CHALLENGE FOR GARMENT WORKERS

The ILO's Vision Zero Fund and Nike Inc. launched a Commuting Safety Challenge in Cambodia, Vietnam, and Egypt to improve transportation safety for garment sector workers. Selected projects will receive seed funding, technical support, and global exposure. Initiatives must align with the "Collective Action for a Safe Commute" manual, focusing on enhancing risk awareness, providing safe transport options, and establishing reporting systems for commuting risks.

INDONESIA WELCOMES ILO REPORT ON AI AND OCCUPATIONAL SAFETY AND HEALTH

Indonesia welcomed the launch of the ILO's new report, *Revolutionizing Health and Safety: The Role of AI and Digitalization at Work*, which examines how AI, automation, and digitalization are transforming workplace safety globally. The Jakarta event, held on April 24, 2025, emphasized the benefits and new challenges AI brings to occupational safety and health, encouraging proactive policy-making to ensure technology-driven progress is both equitable and safe.

ILO MOBILIZES URGENT SUPPORT FOR MYANMAR FOLLOWING DEVASTATING EARTHQUAKE

Following Myanmar's catastrophic 28 March 2025 earthquake, the ILO swiftly mobilized assistance for workers and small businesses. Over 3,600 deaths and extensive infrastructure damage displaced thousands. The ILO provided financial support to workers' and employers' organizations and launched rapid assessments in Mandalay and Sagaing. Plans for a long-term labour market recovery and contributions to broader United Nations disaster recovery initiatives are underway.

NEPAL ADVANCES FAIR WAGE POLICIES TO PROMOTE SOCIAL JUSTICE

Nepal is intensifying efforts to promote fair wages as a foundation for decent work and poverty reduction. Supported by the ILO, Nepal has strengthened minimum wage frameworks in line with ILO Convention No. 131, which it was the first South Asian country to ratify. Transparent, evidence-based wage-setting mechanisms are key to tackling gender pay gaps, informality, and income inadequacy, ensuring inclusive economic growth.

AI AND DIGITALIZATION ARE TRANSFORMING WORKPLACE SAFETY AND HEALTH GLOBALLY

The ILO's new report highlights how AI, robotics, and digitalization are reshaping workplace safety worldwide. Emerging technologies are reducing risks by automating hazardous tasks and improving monitoring systems. While digital innovation enhances productivity and worker well-being, the report calls for proactive governance to manage new risks and ensure that AI advancements are implemented responsibly and inclusively.

INDONESIA DEVELOPS ACCREDITATION SYSTEM FOR MIGRANT WORKER PLACEMENT COMPANIES

In Jakarta, a tripartite workshop hosted by The National Board for the Placement and Protection of Indonesian Overseas Workers (BP2MI), ILO, and International Organization for Migration (IOM) developed an accreditation system for Indonesian migrant worker placement companies. Attended by 80 participants, the workshop emphasized ethical recruitment and gender-responsive supervision. Strengthening accreditation standards aims to enhance protections for migrant workers and improve placement agency practices domestically and in destination countries.

ANGOLA ADVANCES TOWARDS RATIFICATION OF ILO SOCIAL SECURITY CONVENTION NO. 102

Angola is moving closer to ratifying the Social Security (Minimum Standards) Convention, 1952 (No. 102), following a series of capacity-building seminars and consultations supported by the ILO and European Union funding. Tripartite meetings evaluated Angola's social security framework to align it with international standards, highlighting Angola's commitment to strengthening its social protection systems.

ILO REVEALS KEY DATA ON PLATFORM WORKERS IN LATIN AMERICA AND THE CARIBBEAN

A new ILO report examines working conditions of web-based platform workers in Latin America and the Caribbean. Based on a survey across 21 countries, the report analyzes demographics, income, and motivations. The findings reveal the growing importance—and challenges—of digital labour markets, emphasizing the need for better protections for platform-based workers engaged in online tasks like programming, design, and data tagging.

ARAB STATES JOIN EFFORTS TO SHAPE A GLOBAL SOCIAL JUSTICE AGENDA

During the 51st Arab Labour Conference in Cairo, over 100 government, employer, and worker representatives discussed shaping the global agenda for social justice ahead of the 2025 World Summit for Social Development in Doha. Co-hosted by the ILO and ALO, the meeting emphasized the Arab region's critical role in advancing social development priorities grounded in decent work and inclusive growth.

AMENDMENTS TO THE MARITIME LABOUR CONVENTION IMPROVE SEAFARERS' PROTECTIONS

At the Fifth Special Tripartite Meeting of the Maritime Labour Convention, delegates adopted amendments enhancing protections for seafarers. Changes include combating violence on board, facilitating shore leave and repatriation, recognizing seafarers as key workers, and improving medical care. These updates aim to bolster the rights, welfare, and safety of seafarers globally.

SUBCOMMITTEE AGREES TO INCREASE SEAFARERS' MINIMUM WAGE

Following negotiations at the ILO in Geneva, the Subcommittee on Wages of Seafarers agreed to raise the minimum wage for able seafarers from \$673 to \$690 by 2026, with further increases to \$704 by 2027 and \$715 by 2028. The agreement reaffirms global commitment to safeguarding seafarers' income and decent living conditions.

ILO LAUNCHES FIRST GLOBAL PROGRAMME ON LIVING WAGES

The ILO, together with the ITUC and IOE, launched its first programme focused on living wages, aligning with the 2024 tripartite agreement on wage policy. Using an ILO methodology and national data, the initiative aims to establish living wage benchmarks through consultations with employers and workers, supporting fairer wage systems worldwide.

ILO EMPHASIZES GENDER-RESPONSIVE SOCIAL PROTECTION POLICIES

A new ILO report stresses the need for gender-sensitive social protection to close persistent coverage gaps affecting women. Only half of women globally have access to any social protection. The report, therefore, urged coordinated policy design across life cycles to address gendered risks and promote equality, especially amid overlapping global crises.

CARIBBEAN LABOUR MINISTERS UNITE FOR REGIONAL LABOUR RESILIENCE

Labour Ministers, employers, and trade unions from the Caribbean gathered in Guyana for the 13th Caribbean Labour Ministers Meeting. Discussions focused on building regional labour resilience through decent work, social protection, skills development, and green economy transitions. The event strengthened preparations for the upcoming International Labour Conference and regional cooperation efforts.

LAO NATIONAL ASSEMBLY ADVANCES REFORMS IN SOCIAL PROTECTION AND HEALTH

A high-level workshop held in Vang Vieng in March 2025 brought Lao National Assembly members together with the ILO to discuss reforms to social protection and health insurance systems. The workshop aimed to equip policymakers with evidence-based insights to build more inclusive, sustainable frameworks reducing poverty and fostering economic resilience.

MONTENEGRO RATIFIES ILO CONVENTION NO. 190 ON WORKPLACE VIOLENCE AND HARASSMENT

Montenegro ratified ILO Convention No. 190, a landmark agreement addressing violence and harassment in the workplace. The Convention covers all workers, regardless of contract status, and sets the first international definition of these issues. Ratification comes amid concerns about global data on workplace violence, with women disproportionately affected.

KENYA REFINES STRATEGY TO BUILD GREEN JOBS AND SKILLS

Kenya is advancing its draft National Strategy on Green Skills and Green Jobs, validated in a stakeholder meeting with ILO support. This initiative aims to develop the skills needed for a low-carbon economy and foster sustainable development. It is a part of broader efforts to align Kenya's labour force with the global green transitions.



PUBLICATIONS: ARTICLES

THE RIGHT TO EQUAL PARENTAL LEAVE RIGHTS FOR MOTHERS AND FATHERS IN THE SOUTH AFRICAN WORKPLACE - BY HOWARD CHITIMIRA AND ELFAS TORERAI

The paper examines the contentious application of South Africa's constitutional right to equality regarding parental leave disparities between mothers and fathers. While South Africa made progress on equal pay and opportunities, parental leave inequality persisted. The article analyses the *Van Wyk v. Minister of Employment and Labour* (2024) case to evaluate whether the High Court provided adequate guidance in balancing parental leave rights between employed mothers and fathers. It questions if the legislature properly understood and interpreted the constitutional right to equality. The analysis centred on the argument that Van Wyk presented a fascinating interpretation and application of equality rights regarding parental leave. The abstract highlights a critical gap in South African workplace equity, where constitutional promises of equality hadn't fully materialised in parental leave policies despite advancements in other employment equality areas.....[Read more](#)

MINIMUM WAGES AND LABOUR-INTENSIVE INDUSTRY: EXPERIENCE FROM INDONESIA- BY PADANG WICAKSONO, MUHAMMAD FADHIL FIRJATULLAH, AND OTHERS

This study compares minimum wage policy effects on employment rates and average wages across Indonesia's labour-intensive and capital-intensive industries using manufacturing survey panel data from 2011-2015. The research found that regional minimum wage increases positively correlated with employment rates in labour-intensive industries but showed no significant relationship in capital-intensive sectors. Analysis also revealed that higher minimum wages corresponded with increased average worker wages in labour-intensive industries. Conversely, in capital-intensive industries, minimum wage increases significantly reduced average worker wages. These contrasting outcomes across industry types contributed important evidence to the ongoing debate about minimum wage effectiveness as a social welfare policy, highlighting how industry characteristics influenced policy impacts on employment and compensation.....[Read more](#)

COLLECTIVE ASPECTS IN EUROPEAN CROSS-BORDER LABOUR RELATIONS - BY MARCEL ZERNIKOW

This study examines European private international law of employment, arguing that conflict of law rules should address the needs of the internal market with its free movement of workers. It highlighted how worker protection principles demanded applying the law of the labour market where mobile workers are integrated. The research identified a problematic fragmentation in applicable laws, as Article 8 of the Rome I Regulation only covered individual employment contracts, creating issues in systems relying on collective labour regulation. Using French law's approach to collective representation as an example, the study demonstrated how regulations on complex work relations (like secondment) considered worker integration in user companies. It proposed extending this integration-focused reasoning to conflict of laws more broadly to better protect mobile workers.....[Read more](#)



DARKENING' INFORMALIZED WORKERS: MORAL GEOGRAPHIES AND THE IN/VISIBILIZATION OF TRANSNATIONAL MIGRANTS IN SPAIN - BEGOÑA ARAMAYONA

This article develops the concept of 'darkening' as a public-led process that employed dark-based rhetoric to characterise informalized activities while evoking neo colonial notions of racialised Others, resulting in increased criminalisation of informalized migrant workers. The research compared intersectoral and multiscaled intersections of policies, strategies, and narratives affecting three types of informalized labour in Spain: sex work, domestic employment, and informal street vending. The analysis illuminated links between governance of informalized racialised work and reproduction of moral geographies in Spanish cities. The study demonstrated how darkening made these workers more clandestine, criminalising certain labour activities in public spaces using moral and legal arguments while tolerating those same activities in private spaces. The work contributed to contemporary debates by addressing symbolic dimensions of darkness and blurred public/private categorisations.....[Read more](#)

WHAT IS THE UNEXPECTED IMPACT OF MANDATORY GENDER-EQUAL PAY FOR WORK OF EQUAL VALUE ON THE SHADOW ECONOMY- NGUYEN DOAN, CANH PHUC NGUYEN, AND OTHERS

This study examines how gender-equal pay laws affected shadow economies and labour markets across 162 countries from 1995-2018. The research found that laws mandating gender-equal pay for equal work reduced the shadow economy size—by 0.198 percentage points using MIMIC models and 0.514 percentage points using DGE models. Unexpectedly, these laws increased male labour force participation by 0.543 percentage points. Instrumental variable analysis confirmed that increased male participation drove shadow economy reduction. While these laws helped harmonise shadow economies, they created policy challenges by potentially undermining their initial goal of supporting disadvantaged female workers. The findings highlighted the complex relationship between gender equality legislation and labour market outcomes, suggesting policymakers needed to evaluate whether employment laws effectively achieved their intended objectives for female workers.....[Read more](#)

THE LANDSCAPE OF SELF-EMPLOYMENT IN INDIA: TRENDS, CONSTRAINTS & POLICY PRESCRIPTIONS - FARZANA AFRIDI

This paper assesses India's self-employment structure and quality across decades, highlighting how India maintained a persistently higher proportion of self-employed workers and fewer wage earners compared to other countries. This employment pattern showed remarkable stability over time, though self-employment increased in the post-pandemic period, particularly among women. The research identified widespread underemployment and low earnings among the self-employed population. The analysis pinpointed three critical constraints affecting quality improvement or transition from self-employment: inadequate vocational skilling, limited formal credit access, and insufficient legal support for entrepreneurship. The paper concluded by examining how technological changes and digitisation impacted self-employment and emphasised the necessity of reforming India's legal framework governing self-employment to address these longstanding structural challenges in the labour market.....[Read more](#)



INTERNATIONAL LAWS AND FRAMEWORK ON DISABILITY AND EMPLOYMENT: THE GHANAIAN CONTEXT - BY GRACE BOAKYE-DANKWA AKYEAMPONG, HAKEEM ADENIYI AJONBADI & OTHERS

This chapter qualitatively examines literature on international disability employment laws and frameworks, focusing specifically on Ghana. The research highlighted how approximately one-seventh of the global population experienced disabilities that hindered their access to opportunities and employment, limiting societal integration. Various scholars emphasised the necessity of special attention to ensure people with disabilities could lead comfortable lives with equitable employment access and self-support capabilities. The analysis investigated how international frameworks and laws were established to facilitate employment opportunities and address systemic barriers for people with disabilities. The chapter gave particular attention to challenges in low- and middle-income countries like Ghana, where high overall unemployment rates further exacerbated difficulties for disabled individuals, making effective implementation of protective frameworks more urgent.....[Read more](#)

INNOVATIONS, STRUCTURAL TRANSFORMATION AND EMPLOYMENT ACROSS SPACE AND TIME- BY LAKHWINDER SINGH

This paper analyses historical patterns of innovation-driven economic transformation and their employment implications across different regions and time periods. The research examined structural change theories to identify successful transformation factors relevant for developing economies like India. The study reinterpreted stylised facts from Western developed nations and supplemented them with experiences from newly industrialised East Asian countries. The analysis revealed that innovation-driven structural changes produced differential employment impacts, necessitating context-specific public policies that adapted both hard and soft infrastructure to developmental stages. Empirical evidence from India's transformation process demonstrated that industrialisation remained essential for achieving developed country status. However, the research concluded that harnessing complementarities between manufacturing and services activities offered the most promising path toward faster, inclusive, and sustainable development with robust employment growth.....[Read More](#)

PLATFORM-BASED GIG WORK IN INDIA'S LABOUR STATISTICS - BY FAHIN FARAS, BALWANT SINGH MEHTA & AMRITA DATTA

This paper examines the rapid growth of platform-based gig work in India, highlighting how existing labour force surveys failed to accurately capture this emerging work form. The research critically analysed conceptual and definitional issues related to gig work in labour statistics and reviewed existing studies estimating India's gig workforce. The authors drew on international experiences to document lessons for enhancing India's labour force surveys to better collect data on gig workers. The study proposed an approach to quantify the gig workforce size and provide insights into the diverse nature of gig work. This framework aimed to enable policymakers to design targeted policies and programs that would improve gig workers' well-being by addressing the specific challenges of this heterogeneous workforce.....[Read more](#)

A CRITICAL EVALUATION OF THE INDIAN RIDE-HAILING ECOSYSTEM AND ITS IMPACT ON DECENT WORK STANDARDS - BY DEVASMITA JHA, SHISHIR KUMAR JHA & ANUPAM GUHA

This study investigates algorithmic management in ride-hailing platforms like Uber and OLA, analysing its effects on driver working conditions. The research demonstrated how algorithmic control mechanisms intersected with political and social structures to suppress worker autonomy and diminish their rights and liberties, revealing undemocratic aspects of contemporary capitalism. Structured in three sections, the paper provided background information, reviewed algorithmic management literature, outlined objectives, and presented key findings. The methodology section detailed the qualitative approach used. The research analysed perspectives from 60 Indian drivers regarding algorithmic management practices, revealing significant concerns about algorithmic control and autonomy reduction. The study concluded by offering policy recommendations designed to protect labor rights in digitally-managed work environments, addressing the power imbalance created by algorithmic management systems.....[Read more](#)

PUBLICATIONS: REPORTS AND BOOKS

INNOVATIVE APPROACHES TO FORMALIZATION IN ASIA AND THE PACIFIC: BACKGROUND REPORT TO ILO ASIA AND THE PACIFIC TRIPARTITE REGIONAL KNOWLEDGE SHARING FORUM

The informal economy challenged workers' rights and inclusive growth, affecting over 2 billion people globally. In Asia-Pacific, informal employment impacted 1.3 billion workers, representing two-thirds of regional employment. Formalizing these workers became essential to accelerate global progress and achieve SDG target 8.3. The background paper highlighted promising regional practices but acknowledged that countries needed to strengthen efforts through more coherent approaches supporting formalization while bolstering sustainable growth and decent employment. The Tripartite Regional Knowledge Sharing Forum provided an opportunity to share best practices and identify formalization advancement strategies. These exchanges offered invaluable input for the discussion on innovative strategies to combat informality planned during the 113th International Labour Conference in 2025.....[Read more](#)

COLD WAR WORKERS LABOUR, FAMILY, AND COMMUNITY IN A NUCLEAR STATE- BY ISABEL CAMPBELL

How global masculinized security efforts affected diverse Canadian and Indigenous workers, their families, and their communities. Cold War Workers explores how security labour transformed the lives of individuals, families, and communities in Canada in ways that were both predictable and surprising, with the militarization and colonization of Indigenous lives and lands being especially disruptive.....[Read more](#)



OPPORTUNITIES

ADAPT International Conference 2025: "Work and Non-Work, Today"

The XV ADAPT International Conference (26–28 November 2025, Bergamo) explores the evolving boundaries between work and non-work, addressing formal, informal, productive, reproductive, voluntary, and unpaid labor. The event encourages interdisciplinary dialogue on topics such as care, domestic, voluntary, and precarious work, as well as internships and informal sectors like entertainment and sex work. Participation is free with registration. Key dates: Call for abstracts opens late February 2025; submissions from 3 March to 18 May 2025; notifications by 13 June 2025; full papers due 31 October 2025 for publication consideration.[Read more](#)

Online Event: UN Special Rapporteur Report on 'Contemporary Forms of Slavery Affecting Incarcerated People' – 4 June 2025

On 4 June 2025, an online event will feature the UN Special Rapporteur's report on contemporary forms of slavery affecting incarcerated people, focusing on prison labour and post-release work. The Special Rapporteur will present the findings, followed by commentary from invited experts. The event aims to shed light on exploitation, forced labour, and systemic issues within prison labour systems globally. Registration is required and further details are available on the event's official page.....[Read more](#)

SANFRI Visiting Scholar Program 2024–2025 (APFNet)

The SANFRI Visiting Scholar Program, hosted by the Yunnan Academy of Forestry and Grassland (China), supports young ASEAN researchers in sustainable forest management. Scholars undertake 3- or 6-month research visits, receiving tuition, accommodation, a monthly stipend (CNY 2,300), round-trip airfare, and insurance. Applicants must be ASEAN citizens, under 45, with relevant academic qualifications and English/Chinese proficiency. Deliverables include a technical report and, for 6-month scholars, an academic article. Application deadline: 31 May 2024.....[Read more](#)

2025 UNITAR Global Youth Scholars Development Programme for Aspiring Changemakers

The United Nations Institute for Training and Research (UNITAR) is now accepting applications for the 2025 Global Youth Scholars Development Programme. This international opportunity is open to young leaders aged 18 to 24 worldwide, offering a transformative learning experience focused on the Sustainable Development Goals (SDGs). Through virtual training, expert mentorship, and hands-on community engagement, participants will gain the skills and insights needed to assess and advance SDG implementation in their local contexts—bridging local action with global impact. Applications are open year-round on a rolling basis.....[Read more](#)

Swiss Institute of Comparative Law (SICL) - van Calker scholarships

Call for applications! Every year, the Swiss Institute of Comparative Law (SICL) awards several van Calker scholarships so as to allow Swiss and foreign researchers to carry out scientific work in the field of comparative law, as well as in foreign and international law. The duration of the stay is generally between 2 and 3 months. These scholarships are open to researchers from all over the world. We particularly encourage applications from those for whom opportunities and funding for research are limited and who are often under-represented in this type of programme. Deadline is August 15.....[Read more](#)

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