



JUDGMENTS | POLICY UPDATES | NEWS | ARTICLES | OPPORTUNITIES

**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](mailto:cllra@nludelhi.ac.in) with your feedback.

Best regards,  
**Sophy**





MAY 2025



# LABOUR LAW INSIGHTS

Decoding Labour Discourse: Insights, Updates, and Analysis

## LANDMARK LABOUR JUDGEMENTS

### Supreme Court

#### Appointment

**JITENDER @ KALLA V. STATE (GOVT.) OF NCT OF DELHI & ANR., 2025 INSC 667**

#### POINT-BASED ASSESSMENT SYSTEM FOR DESIGNATING SENIOR ADVOCATES BE DISCONTINUED

**Facts:** The Court examined the validity of the point-based system used for the designation of Senior Advocates, which had been laid down in the *Indira Jaising v. Supreme Court of India* cases. These included scoring based on various criteria such as experience, reported judgments, publications, and so on. As per the point-based process, a Permanent Committee comprising the Chief Justice and two senior most judges of the Supreme Court or the High Court, along with the Attorney General or the Advocate General of the State, has to award points to each applicant based on the criteria such as 20 points based on the number of practice years, 50 points for reported judgments, 5 points for publications and 25 points based on the interview.

**Judgment:** The Supreme Court held that the point-based assessment system for designating Senior Advocates was not appropriate in today's time and directed that it be discontinued. It emphasized that the designation should be decided by consensus by the Full Court of the High Courts or the Supreme Court, considering the facts and circumstances of each case, to ensure a fair and holistic process. The Court upheld the 10 years of practice requirement as laid down in *Indira Jaising*. The Court asked all High Courts to amend their rules within four months and directed that no new applications be processed until new rules are notified.

#### Ex-Servicemen

**IRWAN KOUR V. PUNJAB PUBLIC SERVICE COMMISSION & ORS., 2025 INSC 494**

#### IMNS PERSONNEL SHOULD QUALIFY AS "EX-SERVICEMEN" UNDER THE PUNJAB RECRUITMENT OF EX-SERVICEMEN RULES, 1982

**Facts:** A former officer of the Indian Military Nursing Service (IMNS) applied for a civil post in Punjab under the ex-servicemen quota. Her application was rejected on the grounds that IMNS personnel were not recognized as ex-servicemen under the Punjab Recruitment of Ex-Servicemen Rules, 1982. She challenged her rejection before the Supreme Court.

**Judgment:** The Supreme Court held that IMNS personnel should qualify as "ex-servicemen" under the Punjab Recruitment of Ex-Servicemen Rules, 1982. The Court noted that the IMNS is an integral part of the Indian military and the armed forces of the Union. It observed that excluding IMNS personnel from the ex-servicemen category would undermine the objective of the 1982 Rules, which aim to facilitate the resettlement of veterans. Thus, the Court held that they are entitled to the ex-serviceman quota.



## Discharge

**RAJUMON T.M. V. UNION OF INDIA & ORS., 2025 INSC 644**

**WHEN A SOLDIER IS DISCHARGED DUE TO A MEDICAL CONDITION THAT ARISES DURING SERVICE, AND THERE IS NO RECORD OF SUCH CONDITION AT THE TIME OF ENROLLMENT, THERE IS A PRESUMPTION THAT THE ILLNESS IS ATTRIBUTABLE TO MILITARY SERVICE**

**Facts:** A former army personnel was discharged from service after being diagnosed with schizophrenia during his tenure. His claim for disability pension was rejected based on a Medical Board's opinion that the condition was not related to military service. This decision was upheld by the Armed Forces Tribunal, after which an appeal was filed before the Supreme Court contending that the Medical Board's opinion was arbitrary and lacked reasons to deny pension for a disease that arose during services.

**Judgment:** The Supreme Court held that when a soldier is discharged due to a medical condition that arises during service, and there is no record of such condition at the time of enrollment, there is a presumption that the illness is attributable to or aggravated by military service. The Court emphasized that the burden lies on the authorities to provide a reasoned explanation if they contend otherwise. Consequently, the Court directed that the appellant be granted disability pension with all attendant benefits.

## Principal Employer

**AKASH UDAYAKUMAR & ORS. V. NATIONAL MEDICAL COMMISSION & ORS., WP(C) NO. 397 OF 2025**

**THE DENIAL OF STIPENDS VIOLATED THE NATIONAL MEDICAL COMMISSION (COMPULSORY ROTATING MEDICAL INTERNSHIP) REGULATIONS, 2021, WHICH MANDATE STIPEND PAYMENTS TO ALL MEDICAL INTERNS**

**Facts:** A group of foreign medical graduates undergoing internships at a medical institution in India filed a petition challenging the non-payment of stipends. They contended that, despite performing duties equivalent to Indian medical graduates, they were denied stipends, leading to financial hardships.

**Judgment:** The Supreme Court issued notices to the National Medical Commission (NMC), the concerned state authorities, and the medical institution in question, seeking their responses to the allegations. The Court acknowledged the petitioners' claim that the denial of stipends violated the National Medical Commission (Compulsory Rotating Medical Internship) Regulations, 2021, which mandate stipend payments to all medical interns. The matter has been scheduled for further hearing in July 2025.

## Judicial Appointments

**ALL INDIA JUDGES ASSOCIATION V. UNION OF INDIA, 2025 INSC 735**

**CANDIDATES MUST HAVE A MINIMUM OF THREE YEARS OF LEGAL PRACTICE TO BE ELIGIBLE FOR ENTRY-LEVEL JUDICIAL POSITIONS, SUCH AS CIVIL JUDGE (JUNIOR DIVISION)**

**Facts:** The Supreme Court addressed the eligibility criteria for entry-level judicial posts, specifically the requirement of prior legal practice. Previously, a 2002 decision had allowed fresh law graduates to apply for such positions without any mandatory practice period.

**Judgment:** The Supreme Court reinstated the requirement that candidates must have a minimum of three years of legal practice to be eligible for entry-level judicial positions, such as Civil Judge (Junior Division). This practice period is counted from the date of enrollment as an advocate. Experience gained while working as a law clerk with judges or judicial officers will also be considered towards this requirement. The Court directed all High Courts and State Governments to amend their service rules accordingly. However, this requirement will not apply to recruitment processes that were already initiated before the date of this judgment, it will be applicable only to future recruitment exercises.

## Disclosures

### PINKY MEENA V. THE HIGH COURT OF JUDICATURE FOR RAJASTHAN AT JODHPUR & ANR., SLP(C) NO. 23529 OF 2023

**THE OFFICER'S OMISSION TO DISCLOSE PRIOR EMPLOYMENT DID NOT WARRANT TERMINATION, ESPECIALLY WHEN REASONABLE EXPLANATIONS WERE PROVIDED**

**Facts:** A judicial officer was dismissed from service by the Rajasthan High Court on allegations of concealing prior government employment and academic improprieties. The officer contended that she had resigned from her previous government position before joining the judiciary and had provided reasonable explanations for her academic pursuits.

**Judgment:** The Supreme Court set aside the dismissal, holding that the officer's omission to disclose prior employment did not warrant termination, especially when reasonable explanations were provided. The Court noted that even probationary employees are entitled to the principles of natural justice during termination. It directed the reinstatement of the officer and confirmed her completion of the probation period.

## Maternity Leave

### K. UMADEVI V. GOVERNMENT OF TAMIL NADU, CA NO. 2526 OF 2025

**MATERNITY LEAVE IS INTEGRAL TO MATERNITY BENEFITS AND CONSTITUTES A FACET OF A WOMAN'S REPRODUCTIVE RIGHTS AND REPRODUCTIVE RIGHTS STAND RECOGNIZED UNDER VARIOUS DOMAINS OF INTERNATIONAL HUMAN RIGHTS LAW**

**Facts:** A government school teacher in Tamil Nadu, who had two children from her first marriage, applied for maternity leave for the birth of her third child from her second marriage. The State denied her request, citing a policy that restricts maternity benefits to women with no more than two children. While a single judge of the Madras High Court ruled in her favor, a Division Bench reversed this decision, stating that maternity leave was not a fundamental right. The teacher appealed the division bench's decision before the Supreme Court.

**Judgment:** The Supreme Court set aside the Division Bench's decision, holding that maternity leave is integral to maternity benefits and constitutes a facet of a woman's reproductive rights. The Court observed that reproductive rights are recognized under various domains of international human rights law, including the rights to health, privacy, equality, non-discrimination, and dignity. It held that the objectives of population control and providing maternity benefits are not mutually exclusive and must be harmonized in a rational and humane manner. Consequently, the Court directed the State to grant maternity leave to the petitioner.

## Reporting Officer

### IN RE PERFORMANCE APPRAISAL REPORTS OF THE OFFICERS OF THE INDIAN FOREST SERVICE, 2025 INSC 748

**IAS OFFICERS CANNOT WRITE THE ACRS OF AN IFS OFFICER AND ONLY IN THE CASE OF THE PRINCIPAL CHIEF CONSERVATOR OF FORESTS (PCCF) CAN THE REPORTING AUTHORITY BE A PERSON OUTSIDE THE FOREST DEPARTMENT**

**Facts:** A government order issued by a state allowed Indian Administrative Service (IAS) officers to write the Annual Confidential Reports (ACRs) of Indian Forest Service (IFS) officers up to the a certain rank. This order was challenged on the grounds that it violated established norms and previous Supreme Court directives regarding the appraisal of IFS officers.

**Judgment:** The Supreme Court quashed the state government's order, holding that IAS officers cannot write the ACRs of an IFS officer. The Court emphasized that the reporting authority for IFS officers should be their immediate superior within the Forest Department, as he has familiarity with the case and the service. Only in the case of the Principal Chief Conservator of Forests (PCCF), who is at the apex of the IFS hierarchy, can the reporting authority be a person outside the Forest Department.

## Military Service

### SEEMA CHAUDHARY V. GIRIDHAR ARAMANE AND ORS., CONMT.PET.(C) NO. 496 OF 2024 IN R.P.(C) NO. 1036 OF 2023

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

**Facts:** A woman officer from the 2007 batch of the Short Service Commission(SSC) in the Navy's Judge Advocate General (JAG) branch was denied Permanent Commission(PC). Despite her service record and prior court directions, the naval authorities had rejected her claim. They cited certain adverse remarks in her performance reports, which had been subsequently overruled by the same reviewing authority.

**Judgment:** The Supreme Court directed the naval authorities to grant Permanent Commission to the officer, holding that the earlier adverse entries could not be relied upon as they had been already overruled. The Court found that the officer met all necessary criteria and had a consistent record of fitness for commission. It criticized the Navy for acting at the whims and fancies of its officers by not granting a woman SSC officer PC. It, thus, ordered the Navy to grant her the commission within a week.

## Recruitment

### MUKESH KUMAR & ANR. V. STATE OF HARYANA & ORS., CIVIL APPEAL NO. 5482 OF 2024

#### THE SUPREME COURT DECLINED TO INTERFERE WITH THE 2010 RECRUITMENT PROCESS, CITING A SIGNIFICANT LAPSE OF 15 YEARS

**Facts:** The appellants challenged the 2010 recruitment process for Civil Judge (Junior Division) positions in Punjab and Haryana, alleging irregularities in the selection procedure. They contended that the recruitment violated the Punjab Civil Service (Judicial Branch) Haryana Amendment Rules, 2010, which mandated a 65 percent quota for selection through the merit-cum-seniority rule.

**Judgment:** The Supreme Court noted that the issues raised were already addressed in the case of Dr. Kavita Kamboj v. High Court of Punjab & Haryana & Ors., which dealt with a similar rule, and where the criteria set by the High Court for judicial promotions were upheld. Thus, the Supreme Court declined to interfere with the 2010 recruitment process, citing a significant lapse of 15 years. The Court emphasized that revisiting the selection after such a prolonged period would be inappropriate. Consequently, the appeal was dismissed.

## High Court

### Andhra Pradesh High Court

1. Dr. A. Himabindu v. The State of Andhra Pradesh, WP No. 22643 of 2024 - The Court upheld the reduction of reserved seats for in-service candidates in PG Medical Courses in the State, observing that while it was introduced to fill specialist vacancies in medical services, the number of applicants had exceeded the number of available posts.
2. Regional Director ESI v. M/s Ramakrishna Rice Mill, Civil Miscellaneous Appeal No. 801 Of 2008 - Authorities cannot levy a 'contribution' on establishments employing less than 10 individuals under S. 1(6) of the Employees's State Insurance Act, 1948.
3. Mohammad Shanoor Khan v. The State Of AP & Ors., WP No. 15505 of 2023 - The Court granted relief to an employee who was denied benefits of seniority and promotion under the guise of an anticipated departmental enquiry.
4. V. M/s. Jaya Venkatarama Industries Ltd. v. The ESI Corporation & Ors., CMA No. 1150 of 2011 - The mere absence of an Employees's State Insurance (ESI) dispensary nearby cannot exempt an establishment from liability under the ESI Act, 1948.



## Delhi High Court

1. Sanjay Kumar Yadav v. Union of India & Ors., WP(C) No. 3786 of 2024 - Failing to mention requisite work experience when mandatorily required is a ground for refusal of a candidate's application.
2. 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.
3. Pradeep Kumar v. Union of India, WP(C) No. 1976 of 2020 - The High Court upheld the dismissal of a CAPF personnel for failing to intimate the force about his absence from duty due to his health condition.

## Calcutta High Court

1. Dibyajyoti Ghosh v. The Coal India Ltd. & Ors., MAT 1751 of 2024 - An employee against whom disciplinary proceedings were pending at the time of recommendation for a promotion can be granted the promotion only after the conclusion of any other proceedings.

## Bombay High Court

1. Reshu Singh v. Union of India, 2025:BHC-OS:7969-DB - A teacher compelled to work on probation for a period of 7 years amounts to exploitation of the employee.

## Jammu and Kashmir High Court

1. Sanjeev Gupta v. Central University of Jammu, WP(C) No. 3057 of 2024 - An employee has no vested right to promotion under any repealed rules, and rules that were in force at the time of consideration for promotion would apply.
2. Mohammad Ashraf Mir v. J&K State Forest Corporation & Ors., WP(C) No. 1841 of 2019 - An employee has a right to be considered for promotion only when the employer takes up the matter for filling the promotional posts, and not merely because a promotional vacancy exists.
3. Shivani Misri v. Union of India, WP(C) No. 596 of 2025 - The Court quashed the disqualification of a visually impaired law graduate from recruitment with the Airports Authority of India (AAI), as the authority had failed to take necessary steps to ensure accommodation for his disability.
4. Smt. Balbir Kour v. State Bank Of India, WP(C) No.2901 of 2023 - Provisions governing family pension for disabled persons must be interpreted liberally to ensure claimants are not excluded.
5. Irshad Rashid Shah v. UT of J&K, WP(C) No.1819 of 2023 - Acceptance of a lower post on compassionate grounds does not negate the original claim as it is made under duress.

## Kerala High Court

1. Vinson M. Paul v State of Kerala & Anr., WP(C) 29933 of 2023 - A State Chief Information Commissioner (SCIC) is entitled to the same pensionary benefits as a retired Supreme Court judge.
2. V.T. Jinu & Anr, v. State of Kerala & Ors., Crl. Rev. Pet. No. 15 of 2018 - Insulting individuals on the basis of caste under the SC/ST Protection Act does not count as a discharge of official duties of a public official.
3. X v. FACT & Ors., WA No. 406 of 2025 - The denial of public employment to a person who is afflicted with Hepatitis B is unjustifiable and is violative of Article 14 of the Constitution of India.
4. State of Kerala & Anr. v. Jayesh K. & Ors., OP (KAT) No. 14 of 2024 - An appointing authority has the power to decide not to fill up a particular number of vacancies on genuine and reasonable grounds.
5. Samajam Higher Secondary School & Ors. v State of Kerala & Ors., WP(C) No. 36659 of 2022 - The High Court affirmed a government order and circular that reserved seats for persons with benchmark disabilities in government-aided educational institutions.
6. V. S. Gourishankar v. Bar Council of India, WP(C) 36946 of 2024 - Candidates who have graduated from National India Open Schools are eligible to get admission into integrated 5-year LL.B courses.

## Jharkhand High Court

1. Rabindra Prasad v. State of Jharkhand & Ors., WP (S) No. 816 of 2021 - Entitlement to ACP/MACP (Assured Career Progression Schemes) is based on the completion of regular service, and not on any additional qualifications.

## Karnataka High Court

1. Anil Kumar S B v. Karnataka Power Transmission Corporation Limited & Anr., WA No.1673 of 2024 - The suitability of a candidate for employment who is suffering from physical disability must not be based solely on his medical certificate, but also on a functional assessment of the candidate.

## Madras High Court

1. All India Union Bank Officer Staff Association & Anr v. Union Bank of India & Ors., WP No. 28838 of 2024 - Transfer orders which disregard the family, health, or safety concerns of an employee are against human dignity and violate Article 21 of the Constitution.
2. M. Maheshwaran & Ors. v. The Chairman & Managing Director & Ors., WP (MD) No.10763 of 2021 - If temporary workers cannot not be reinstated, they must be permitted to participate in any future recruitment processes, along with appropriate age relaxation.
3. Bank of Baroda v. The Chairman & Ors., WP No. 15195 of 2025 - The High Court has asked the State Government to constitute a State-level committee to look into claims of bogus community certificates.

## Patna High Court

1. Arun Kumar Singh v. State of Bihar & Ors., CWJC 6957 of 2022 - Retrenchment periods must be counted for calculating pensions as under the 2013 Resolution of the Education Department.
2. Amit Kumar & Ors. v. The State Of Bihar & Ors., CWJC No. 8991 of 2022 - Outsourcing in government departments must comply with appropriate labour laws.
3. Deo Narayan Singh v. The Union Of India, CWJC No. 21188 of 2012 - Punishment of compulsory retirement for a Central Industrial Security Force (CISF) employee is too harsh for mere unauthorized absence.

## Punjab and Haryana High Court

1. Union Territory, Chandigarh & Ors. v. Sakshi Malik & Ors., 025:PHHC:059781-DB - According to the Right to Education Act, 2009, the essential qualification for the post of a Junior Basic Teacher (JBT) should be a Diploma or Bachelor's in Elementary Education.
2. Virender Kumar & Ors. v. State of Haryana & Ors., LPA No. 128 of 2025 - Courts should not judge the standard of degrees, holding that the question of its recognition or equivalence is primarily for the employer to determine.
3. Vinod Kumar v. State of Haryana & Ors., 2025:PHHC:059270-DB - Persons involved in minor offences should not be deprived of the opportunity to serve in state services.
4. State of U.T. Chandigarh & Ors. v. Poonam & Ors., 2025:PHHC:068096-DB - A specially-abled daughter cannot be denied family pension simply because she had gotten married.
5. Neeraj v. State of Haryana & Anr., 2025:PHHC:069447-DB - The High Court quashed a Haryana government notification awarding bonus marks due to socio-economic criteria and experience, holding it to be in violation of Articles 14, 15 and 16 of the Constitution.



## International Cases

### Lay-off

#### AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, ET AL., V. DONALD J. TRUMP, ET AL. (USA), CASE NO. 25-CV-03698-SI

THE COURT PROVIDED A STAY ORDER AGAINST THE IMMEDIATE LAY-OFF OF THE CONCERNED FEDERAL AGENCIES' EMPLOYEES AFTER PRESIDENT TRUMP'S DECISION OF ASKING FEDERAL AGENCIES TO LAY-OFF THOUSAND EMPLOYEES FOR RESTRUCTURING WITHOUT CONSULTING CONGRESS

**Court:** United States District Court for the Northern District of California.

**Facts:** Trade unions along with NGOs challenged President Trump's decision of asking federal agencies to lay-off thousand employees for restructuring without consulting congress. The plaintiff alleged that the order was ultra-vires as it usurps Congressional authority, in violation of the Constitution's separation of powers.

**Judgement:** The Court discussing the provisions of separation of power between executive (judiciary) and legislature (Congress) reserved its ruling. It, however, provided a stay order against the immediate lay-off of the concerned federal agencies' employees.

### Employment Rights

#### LAUREN READDIE V. PEOPLE SHOP PTY LTD T/AS ERUDITE LEGAL, CASE NO. N11679381

BREACH OF WORKPLACE LAWS BY IMPOSING UNREASONABLE WORKING HOURS ON A JUNIOR LAWYER AND UNDERPAYING HER

**Court :** In the Magistrate's Court of Victoria at Melbourne Industrial Division.

**Facts:** The plaintiff, who was working as a Solicitor, brought a case against the defendant company before the Melbourne's Industrial Division Magistrate Court for the violation of the Fair Work Act and Regulations of 2009. She contended that she was made to work for unreasonable hours without any payment or record keeping besides failure of providing compassionate leaves and reimbursement of expenditure incurred by her.

**Judgement:** Melbourne Magistrates' Court of Industrial Division upheld her contentions observing that the defendant company breached workplace laws by imposing unreasonable working hours on a junior lawyer and underpaying her. The Court too note of the fact that the defendant company imposed excessively long workdays, including two 24-hour shifts within three weeks, and failed to pay approximately \$8000 owed to the employee. The Court showing their displeasure, opined that their attitude created a "repugnant" working environment and constituted a repudiatory breach of contract. Consequently, the court awarded the petitioner a compensation of more than \$50,000 for the violation by the defendant company.





**MOTHULWE V. LABOUR COURT, JOHANNESBURG AND OTHERS (CCT 13/24)  
[2025] ZACC 10 (SOUTH AFRICA)**

**FAILURE TO REVIEW THE CROSS EXAMINATION OF PLAINTIFF AND ONLY REFERRAL TO THE ARBITRATION AWARD OF SANCTION ON THE EMPLOYER'S REQUEST, VIOLATED THE CONSTITUTIONAL RIGHTS OF THE PETITIONER.**

**Court:** Constitutional Court of South Africa

**Facts:** The petitioner challenged the Labour Court's decision of upholding his dismissal on the corruption charges without reviewing his cross examination. He contended that this violated his right to access to Court.

**Judgement:** The Court granted leave to appeal of the petitioner. It held that the Labour Court's failure to review the cross examination of plaintiff and only referral to the arbitration award of sanction on the employer's request, violated the constitutional rights of the petitioner. It, therefore, directed the Labour Court to present the case before a different judge to decide the final outcome after reviewing the cross-examination.

**DYSON TECH AND ORS., V. DHAN KUMAR LIMBU AND 23 OTHERS,  
UKSC/2025/0019**

**UK SUPREME COURT STATES THAT MODERN SLAVERY ALLEGATIONS CAN BE HEARD IN THE ENGLISH COURTS MAKING IT AN APPROPRIATE FORUM FOR HEARING THE CONCERNED ALLEGATIONS**

**Court:** UK Supreme Court.

**Facts:** The appellant filed an appeal against the Court of Appeal's decision to uphold the English Court to be an appropriate forum for hearing the allegations of forced labour and dangerous working conditions in two Malaysian factories. The allegations were made by Bangladeshi and Nepali workers contending that they were trafficked to Malaysia and subjected to conditions including forced labour, assault and false imprisonment. The respondent brought case against the English Companies who were to be supplied with goods from the Malaysian Company. The High Court held Malaysia to be appropriate forum, however, the same decision was overturned by the Court of appeal. A challenge was made by the English companies and Malaysian companies contending Malaysia to be appropriate forum.

**Judgement:** The Supreme Court refused the appeal, holding that the modern slavery allegations can be heard in the English Courts as well making it an appropriate forum for hearing the concerned allegations.



# POLICY AND LEGISLATIVE UPDATES

## ANDAMAN & NICOBAR REVISES FACTORY WORK HOURS OF ADULT WORKERS EMPLOYED IN FACTORIES TO 10 HOURS PER DAY

In a significant move towards regulatory reform and industrial productivity, the Andaman and Nicobar Administration has brought out a notification as per which adult workers shall not be required or allowed to work more than 10 hours per day in any factory. This change comes into immediate effect on May 20, 2025 and will remain applicable until further orders. This change marks a step in the administration's proactive regulatory updates to align with national initiatives for a business-friendly environment.

## THE GOVERNMENT OF MAHARASHTRA ISSUES THE MAHARASHTRA FACTORIES (1ST AMENDMENT) RULES, 2025

The Government of Maharashtra on May 14, 2025, issued the Maharashtra Factories (1st Amendment) Rules, 2025 to further amend the Maharashtra Factories Rules, 1963. Maharashtra Government has inserted a new Rule 73-ZC into the Maharashtra Factories Rules, 1963. This rule mandates safety precautions for reactors used for exothermic chemical reactions. It defines key terms and outlines requirements for process safety, equipment integrity, and hazard identification. A new Form has been inserted after Form 13-B in the principal rules.

## DADRA & NAGAR HAVELI AND DAMAN & DIU ISSUES DECLARATION OF SPECIAL ALLOWANCE UNDER THE MINIMUM WAGES ACT, 1948

The UT Administration of Dadra & Nagar Haveli and Daman & Diu on May 09, 2025, issued a Declaration of Special Allowance under the Minimum Wages Act, 1948. The revised Special Allowance under the Minimum Wages Act, 1948, has been increased by ₹10.50 per day effective from April 1, 2025. This has increased the total minimum wages per day, for unskilled workers to ₹486.50, for semi-skilled labour to ₹497.50 and for skilled workers to ₹507.50.

## GOVERNMENT OF HARYANA NOTIFIES HARYANA CONTRACTUAL EMPLOYEES (SECURITY OF SERVICE) AMENDMENT ACT, 2025

The Government of Haryana has officially notified the Haryana Contractual Employees (Security of Service) Amendment Act, 2025 on April 9, 2025, which amends the Haryana Contractual Employees (Security of Service) Act, 2024. The amendment is made effective retrospectively from January 31, 2025. The notification specifically amends Explanation 2 to clause (ii) of Section 3 of the 2024 Act by substituting the phrase "in a calendar year" with "during a period of one year contractual service," thereby providing clarity on the relevant period for calculating employment security. Additionally, the Haryana Contractual Employees (Security of Service) Amendment Ordinance, 2025 has been repealed; however, actions undertaken under the repealed ordinance shall continue to be recognized under the provisions of this amended Act.

## GOVERNMENT OF TELANGANA DRAFTS THE TELANGANA'S GIG WORKERS BILL 2025

Telangana Gig and Platform Workers (Registration, Social Security and Welfare) Act, 2025 aims to provide beneficial measures including social security measures, employment and service conditions, safety, health and welfare. As per the Bill, "Gig worker" means a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationship and who works on contract that results in a given rate of payment, based on terms and conditions laid down in such contract and includes all piece-rate work. Further, issues pertaining to deductions in pay without providing reasons, termination of work without notice or on grounds not mentioned in the contract, can be raised with the Internal Dispute Resolution Committee of the aggregator concerned under the proposed bill.



## KARNATAKA PROMULGATES THE KARNATAKA PLATFORM-BASED GIG WORKERS (SOCIAL SECURITY AND WELFARE) ORDINANCE, 2025

On 27 May 2025, the Governor of Karnataka promulgated the Karnataka Platform Based Gig Workers (Social Security and Welfare) Ordinance, 2025 ("Ordinance"). While the Ordinance does not expressly define "platform-based gig worker", it defines the terms "gig worker" and "platform" separately. Under the Ordinance, a "gig worker" is a person (a) who performs work or participates in a work arrangement resulting in a payment rate governed by terms and conditions of their contract (included piece-rate work) and (b) whose work is sourced through a platform, in the scheduled services under the Ordinance such as ride sharing, food delivery, content and media services. The Ordinance applies to a broad spectrum of digital platform services, including but not limited to ride-sharing, food and grocery delivery, logistics, e-marketplaces (both marketplace and inventory models), professional service platforms, travel and hospitality, healthcare, and content and media services.

## GOVERNOR OF TRIPURA PROMULGATES TRIPURA SHOPS AND ESTABLISHMENTS (SEVENTH AMENDMENT) ORDINANCE, 2025

The Government of Tripura on May 17, 2025, issued the Tripura Shops and Establishments (Seventh Amendment) Ordinance, 2025 further to amend the Tripura Shops and Establishments Act, 1970. The ordinance aims to add a new sub-section, after subsection (3) of Section 1 of the Principal Act, and clarify the applicability of the Act to classes of shops or establishments where 20 or more persons are employed. Along with this, the ordinance increases the working hours in establishments from eight hours and a half to ten hours and the total number of hours including overtime to twelve hours.

## EPFO NOTIFIES THE RATE OF INTEREST FOR THE EMPLOYEES' PROVIDENT FUND MEMBERS ACCOUNT FOR THE YEAR 2024-25

The central government has approved an interest rate of 8.25% for Employees' Provident Fund (EPF) account holders for FY 2024-25. The interest rate has been ratified following the EPFO's recommendation to the central government. Para 60 of the EPF scheme 1952 defines the rule for calculating the interest for the EPF account. As per the scheme rules, interest is calculated on the monthly running balance and is credited at the end of the financial year. With this official confirmation, the EPFO can now start the process of crediting interest to the EPF account holders.





## DESK DISPATCHES

## DISPROPORTIONATE IMPACT AND EXCLUSION: A CRITICAL ASSESSMENT OF THE THREE YEAR PRACTICE REQUIREMENT FOR JUDICIAL SERVICES.

*Kapill Kumar Verma, PhD Scholar, Jawaharlal Nehru University*

Recently, the Supreme Court has mandated a three-year practice at the Bar to appear for the judicial services examinations conducted by various High Courts. The Court had previously mandated such a requirement in 1991, which was subsequently reversed in 2002. The 1991 position has been reinstated, but the court allowed the resumption of ongoing recruitment processes in states like Chhattisgarh, Gujarat, Andhra Pradesh, and Madhya Pradesh, which had been put on hold due to the pending case, provided such a vacancy was notified prior to the given decision. All new vacancies shall require candidates to possess 3 years of experience at a bar or equivalent. The matter was decided by a bench of Chief Justice of India, B. R. Gavai, Justice Augustine George Masih and Justice Krishnan Vinod Chandran. The Court argued that merely having a law degree does not equip one with the practice of law, and the act of practice at bar is not just merely about the theory of law, but also working and the administration of justice. The court believed that legal education or pre-service training can't be a substitute for legal practice. The court, relying on the affidavits of the majority of the High Courts, states that the High Courts wanted the 3-year rule restored, citing instances of dissatisfaction with the trainees in procedural issues or the performative aspects of legal practice.<sup>[i]</sup>

The Court failed in its wisdom to examine the issue of legal practice in the light of the duty of the State to represent the people it governs and the barriers that these requirements impose on the marginalised, without any way for them to overcome these barriers. The Court based its decision on affidavits submitted by various High Courts, without relying on any formal survey or research, instead drawing upon anecdotal evidence. The court made a compilation of submissions on affidavit and decided based on such compilation without addressing any reasoning of its own or countering the counterarguments against such exclusionary measure. When addressing the question on the three-year experience (Issues 7 and 8), the court did not clarify what they wanted to achieve through such qualifications. Was there any idea of merit to be established while recruiting the judicial officers? The discussion (Para 53-88) only talks of merit once, that too in the context of not counting experience from the All India Bar Examination (AIBE). The rationale for fulfilling such criteria still remains elusive in the judgment.

Scholars have tried to contextualise and critically examine this requirement. Prof. Faizan Muatafa has argued that the judicial exams can be improved, and the probation period can be extended to two years. It is essential to catch young talent early, and even the judicial recruitments that take more than a year also discourage young talent. Prashant Reddy has argued that the direct recruits from law schools were unsatisfactory. To address the concerns of women, he has argued that the reservations for women might be able to retain women. Bharat Chugh has also tried to argue that the young talent might be lost if someone is talented and earning well in practice after establishing themselves, then they would not choose to join the judicial services as sunk cost and economic cost would be substantial. Prof Shailesh Kumar has argued that SC/ST/OBC are at a disadvantage in the profession of law as they lack economic and social capital, the profession of law does not pay well to enable survival, thus a lot of talent is lost. The perspectives in terms of discrimination and the meaning of merit being sought are absent. The question of what is being sought is not being established by the Court or any scholars.

Even in the absence of the word merit, there is a presumption that the competitive exams are to maximise merit with allocative efficiencies and constitutional power-sharing agreements.

The Supreme Court's decision, while trying to ascertain merit in the judiciary and judicial appointment, did not even consider the existing jurisprudence on the idea of merit, equality of opportunity and the Constitutional idea of Justice. The Supreme Court's decision on the three-year mandatory practice rule seems to sidestep its own earlier jurisprudence on judicial appointments and access to the judiciary. In *All India Judges' Association v. Union of India* (1993), the Court emphasised the need to reform judicial recruitment to ensure efficiency and inclusivity, even allowing for direct recruitment from law graduates to promote diversity. In *Madras Bar Association v. Union of India* (2014), the Court stressed that judicial appointments must uphold constitutional values, not just technical qualifications. Additionally, in *State of Bihar v. Bal Mukund Sah* (2000), the Court upheld that recruitment rules must be aligned with Article 14 and not create arbitrary exclusion. These cases collectively reflect a more nuanced view of merit and access, one that was not fully considered in the recent ruling.

The idea of merit can just be substituted for social capital in the absence of any space for social and constitutional justice, as Marc Galanter has noted that to succeed in competitive exams, one needs, “(a) economic resources (for prior education, training, materials, freedom from work, etc.); (b) social and cultural resources (networks of contacts, confidence, guidance and advice, information, etc.); and (c) intrinsic ability and hard work”[ii] Amongst these factors, hard work is one only available to the marginalised, specially SC/ST while women are disadvantaged in their access as well. These three factors in the graded unequal society are only exacerbated by barriers to legal education and additional barriers to employment eligibility. This understanding of merit contrasts with the findings of this Court itself when dealing with the idea of merit.

Merit cannot be measured solely in terms of marks. Merit must be construed in terms of the social value of a member in the ... profession”[iii]. This social value of an individual is excluded through the barriers that have been erected by the Court. The lack of adequate financial remuneration in the early years will discourage students from marginalised classes from pursuing law even further.[iv] These barriers undermine the Constitutional idea of merit but also indirectly discriminate against the marginalised classes. The idea of indirect discrimination is understood as one where a law or policy affects the marginalised (protected classes) disproportionately, and the effect of such law or policy creates a further disadvantage for those communities.[v] The two-prong test for indirect discrimination was best described by the case of *Fraser v. Canada (Attorney General)*

*Firstly, the Court has to look into and examine ‘whether the impugned rule disproportionately affects a particular group’ more than any other group that is under a protected class [vi] The second essential being, whether the law has the effect of aggravating, reinforcing, perpetuating, or exacerbating disadvantage. Such a disadvantage could be in the shape of economic exclusion or disadvantage, social exclusion, psychological harm, physical harm or political exclusion, and must be viewed in light of any systemic or historical disadvantages faced by the claimant group. [vii]*

This jurisprudence was incorporated into the Indian legal jurisprudence through the case of *Lt. Col. Nitisha v. Union of India*.[viii] The Court found the evaluation criterion was disproportionately impacting women, attributable to ‘structural discrimination against women’ that affected their chances of obtaining a permanent commission. Applying a similar understanding to this three-year criterion, one may be able to fulfil these two-prong tests to indirect discrimination.

1. Disproportionate Impact- the three-year bar will impact the SC, ST, OBC and Women disproportionately. As per the last census, the SC/ST lack access to education as well as the economic capital to keep them floating in years of practice, Women also encounter barriers in terms of allocation of resources of the family towards the male child.
2. Reinforcement of Disadvantage- The introduction of three years is most likely to reduce the number of candidates appearing for the exams, especially when the reservation provided for SC/ST is not even filled, and women are underrepresented.[ix]

Based on these perspectives, the essentials of indirect discrimination are satisfied, but the non-application of both merit idea and discrimination law proves a degree of half-hearted understanding of discrimination law. Prof Vanditta talks of this lack of consistent application of the indirect discrimination doctrine, in one case where Dalit women contestant for Sarpanch would be affected by an educational requirement test[x], the court upheld the same, but the rationale was reversed in *Nitisha v. . Union of India*.[xi]

This three-year practice requirement was justified in terms of a measure to ensure more capable and experienced judges, but there were only judgments, reports, and opinions, without a single comprehensive study that involved rigorous testing based on data being conducted or cited in the reasons for the case. This is the same court that is all too eager to ask for detailed data for a minor manipulation in the affirmative action programmes of the State. The State has to produce data to show inadequate representation and backwardness for SEBC.[xii] This allocative efficiency and data to prove rationale must be applied to the court as well. There was no study on the disposal or reversal in appeal for non-experienced versus experienced judges.

## Conclusion

The Constitution of India aims to alter the relationship between the people and the State and the people themselves. In that pursuit, the court system also needs to represent the people over whom it administers justice. The Court also derives certain legitimacy from being a representative institution. The three-year requirement will exclude women marginalised, SC, ST and OBC. This would render institutions unrepresentative without any gain in allocative efficiency and speed of disposal of justice.

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# FROM MARGINS TO MAINSTREAM: WHAT KARNATAKA'S 2025 GIG WORKER ORDINANCE MEANS

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At noon, when the sun and oppressive summer peaked, he arrived soaked in perspiration and looking exhausted as he activated the app. The screen appeared familiar and he realized that like any other day this is another sunny day at work. He said, "Bhaiya, garmi badh gayi hai", to which I nodded my head to agree. This is not a struggle of just one or two, it's the struggle of million platform workers. For them each journey means a small transaction within a vast digital space providing flexibility on one hand but missing conventional assurances, such as guaranteed sick pay, regular hours, and a safety net for when problems occur on the other hand. During each trip, they had continuous fear about the algorithms, sudden account suspensions, or an incident on the road. For a long time, the status of these platform workers has operated in a grey area and they even lack fundamental protections given to employees in conventional systems. The delivery platforms have long use methods such as considering them as 'partner' instead of employee, thus exempting their liability. This precarious circumstance has led to an increasing movement pushing for recognition and rights for digital platform workers.

With the rise of digital India and changing work environment, legislatures have started responding to the issue of these platform-based workers. In 2023, Rajasthan introduced Rajasthan Platform Based Gig Workers (Registration and Welfare) Act, 2023 for platform-based gig workers. This move was an important milestone that motivates both state and central governments to take similar steps to protect their interest. Following this, recently, Karnataka, has framed its own bill and passed an ordinance based upon the Rajasthan's legislation and attempts to provide better protections than as provided under the Rajasthan's Act. The Karnataka Platform based Gig Workers (Social Security and Welfare) Ordinance 2025, approved in May 2025, is an important step to protect the rights and dignity of gig workers. The enactment of this Ordinance is the result of collective efforts by workers, their unions, and various networks and organizations that campaigned and pushed for better conditions and legislative support.

The new Karnataka Ordinance provides for a system for the social security and well-being of digital platform gig workers. The ordinance establishes a welfare board where a three-part model is guaranteed by making a balanced representation from digital platform gig workers, the government, and the platform aggregators. It aims to establish a forum for all involved parties, including workers and their organizations, aggregators, government officials, and civil society to unite. This cooperative platform aims to discuss ways to create advanced rights for employees and to collaboratively ensure the successful application of the legal mandate.

The next mandate for aggregators is to guarantee that all gig workers on the platform are registered with this newly established board. The purpose of this registration requirement is to establish a formal database of employees. This database can later be used to aid the management of welfare programs and to ensure that only eligible individuals can use the benefits and protections as provided under the Ordinance. One of the most celebrated and debated features of the recent Karnataka Ordinance is the establishment of a specific welfare cess fee. The regulation requires a charge of 1% to 5% to be imposed on every transaction performed via the platform. This charge is intended to be collected from separate transactions and subsequently allocated to a specific social security fund. The objective of this fund is clearly defined that it will be utilized only to support initiatives specifically aiming at the well-being of digital platform gig workers. This cess based system links the financial support directly to the economic activities produced on the platforms, departing from earlier models that may depend entirely on government funding or a worker's contribution. The Payment and Welfare Fee Verification System (PWFVS) will manage payment tracking, fee deductions, and disclosures in accordance with applicable data protection laws.

The Ordinance also tackles the concern regarding transparency and fairness in the digital workplace. Employees are provided with the right to obtain information including, the right to understand how algorithms influence their job tasks and salaries. In a setting where algorithmic management is common, this measure will bring more transparency and fairness. Additionally, employees are given the right to view documentation of their labour and compensation for each transaction. This will ensure that the employees have explicit records of their activities and compensation.

Furthermore, the Ordinance firstly, imposes a direct responsibility on aggregators to negotiate equitable contractual terms with workers. All contracts must provide for equitable working conditions, equitable compensation, and should adhere to equitable standards. It should promote fair pay systems and ensure that payment is made on the basis of both piece-rate and time-rate payment structures. Secondly, contracts should provide for workplace safety by imposing an obligation on aggregators to implement safety measures for employees during their work. Thirdly, contracts should guarantee social security safeguards by integrating it with transaction-based methods. It essentially transforms the obligation of delivering social security from the worker or dependence to being an element directly associated with the tasks completed via the platform. This idea is part of a broader international discussion and movement regarding the rights of gig workers.

Power disparities exist in the digital platform gig economy and to address this issue employees receive safeguards against unjust account or ID suspensions. This ordinance will protect them against any abrupt loss of access to work without proper justification and due process. It also requires that aggregators ensure a safe working environment for platform-based gig workers. This strengthens the necessity for occupational safety and expands it to the wider working conditions enabled by the platform. Similarly, the Ordinance creates a two-level, time-restricted system for the registration and resolution of complaints, to guarantee that employees can get effective and speedy resolution. The implementation of the Karnataka Platform based Gig Workers (Social Security and Welfare) Ordinance 2025, thus, can be seen as an essential step amid the diverse and growing impacts of platform-based work on the global dynamics between capital and labour. It can be considered crucial for protecting workers' interests and allowing them to assert their rights to fair employment and compensation. In the future, if the ordinance becomes an act, this will motivate other states to follow the path of legal reform and legislate similar laws for the digital platform workers within their states or even the central government may come up with model law on the issue.

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# DOMESTIC LABOUR LAW NEWS

## 3 DALIT MANUAL SCAVENGERS DIE CLEANING A SEPTIC TANK WITHOUT SAFETY GEAR IN TAMIL NADU

Three Dalit manual scavenger workers died from toxic methane gas poisoning while cleaning a septic tank at Aalaya Dyeing Mills in Tamil Nadu's Tiruppur district on May 19. Hari Krishnan (27), Saravanan (30), and Venugopal (30) entered the seven-foot tank without protective equipment. Saravanan and Venugopal died en route to the hospital, while Hari Krishnan died on May 20. A fourth worker, Chinnaswamy (36), remained hospitalised, fighting for his life. A fifth worker survived because he had not entered the tank. Police registered an FIR against factory owner Naveen, manager Dhanabal, supervisor Balasubramaniam, and vehicle owner Chinnasamy under the SC/ST Atrocities Act, BNS sections for endangering life and causing death by negligence, and the 2013 Prohibition of Employment as Manual Scavengers Act. Though the Supreme Court had banned manual scavenging in six metropolitan cities in January 2024, it is still being practiced.....[Read more](#)

## DELHI: STORM DRAIN DESILTING RAISES 'MANUAL SCAVENGING' ALARM

Hundreds of workers manually cleaned Delhi's storm drains as part of monsoon preparedness, raising manual scavenging concerns. Workers like Mahendra Singh stripped to underwear and entered foul-smelling drains without protective gear, using shovels to remove sludge mixed with sewage, plastic, and glass. Rights activist Bezwada Wilson argued this violated the Manual Scavenging Act since workers entered neck-deep filth without safety equipment. Delhi Commission chairman Sanjay Gahlot called it exploitation disguised as drain cleaning. Workers, mostly from marginalised communities, earned ₹500-700 daily through contractors. They reported skin burns, cuts from glass, and dizzying gases. PWD manages 2,026km of drains while MCD oversees 12,892 smaller drains. Wilson emphasised the law permits human entry only during emergencies with full protection, yet hundreds of men regularly entered filth-filled drains during annual desilting operations.....[Read More](#)

## BANNED BY SUPREME COURT, YET 20 DIE IN SEWERS: THE CHILLING TRUTH BEHIND INDIA'S MANUAL SCAVENGING CRISIS

Despite the Supreme Court's ban on manual scavenging in January 2025, at least 20 sanitation workers died cleaning sewers and septic tanks between February and May 2025. The victims, predominantly from Dalit and marginalised communities, worked without safety equipment or legal protections. Recent incidents included three deaths in Delhi's Narela, three in Kolkata's Bantala complex, three Dalit workers in Tamil Nadu's Tiruppur, eight men in Madhya Pradesh's Khandwa, and three young workers in Gujarat's Ahmedabad. These deaths occurred despite existing laws, including the Manual Scavenging Act 2013 and constitutional protections. The Dalit Adivasi Shakti Adhikar Manch demanded immediate FIR registrations, judicial inquiries, ₹30 lakh compensation per family, contractor license revocations, and a national audit of sanitation practices. Rights groups called these deaths evidence of institutionalised casteism rather than accidents.....[Read More](#)

## 9-YEAR-OLD BOY FORCED INTO BONDED LABOUR IN ANDHRA AS MOTHER COULD NOT PAY DUES, DIES

A nine-year-old boy from Andhra Pradesh's Yanadi community died in bonded labour after his mother couldn't repay a debt. Venkatesh worked under harsh conditions for Muthu, who held him as collateral for his mother Anakamma's Rs 42,000 debt (originally Rs 25,000 with interest). When Anakamma raised the money and contacted Muthu, he initially claimed they were in Tamil Nadu, then said Venkatesh had run away. Police investigation revealed Venkatesh had died of jaundice in April and was secretly buried near Kanchipuram's Palair river without informing his mother. Police arrested Muthu, his wife Dhanabhagyam, and son Rajashekar under the Bonded Labour Act, Child Labour Act, Juvenile Justice Act, and SC/ST Prevention of Atrocities Act. Police exhumed the body on May 22 for postmortem examination.....[Read More](#)

## 16 MEN RESCUED FROM BONDED LABOUR IN MP'S GUNA DISTRICT; NINE ARRESTED, SEARCH UNDERWAY FOR THREE

Authorities in Madhya Pradesh's Guna district rescued 16 men aged 20-65 from bonded labor on Saturday. The victims, from Gujarat, Uttar Pradesh, Rajasthan, Jharkhand, Odisha, and Maharashtra, were held captive in private homes, agricultural fields, dhabas, cowsheds, and brick kilns under inhuman conditions. The rescued men included a former Gujarat high school teacher who had been enslaved for 19 years during a religious pilgrimage, an ex-NTPC worker from UP's Rae Bareilly, and a 65-year-old man whose car breakdown led to his captivity. Captors subjected victims to electric shocks, severe abuse, and forced unpaid labour. Police arrested nine of twelve accused individuals under various sections, while searching for three others. Many victims required hospitalisation due to malnutrition and mental trauma from prolonged torture. Officials planned to reunite them with their families after treatment.....[Read more](#)

## GOVT REHABILITATED ONLY 468 BONDED LABOURERS IN 2023-24 AGAINST ANNUAL TARGET OF 13 LAKH

The Union government rehabilitated only 468 bonded labourers in 2023-24, drastically missing its annual target of 13 lakh needed to achieve the 2016 goal of liberating 1.84 crore bonded labourers by 2030. The rehabilitation rate dropped 80% over three years, averaging just 900 workers annually. Recent cases included a Saharanpur family forced into eight months of unpaid labour in Delhi after borrowing Rs 10,000, and families in Haryana and Muzaffarnagar subjected to similar exploitation. District administrations frequently failed to issue mandatory release certificates, preventing victims from accessing rehabilitation benefits. The National Campaign Committee for Eradication of Bonded Labour reported that 83% of rehabilitated workers belonged to Scheduled Castes/Tribes. At current rates, the government would achieve only 2% of its 2030 target, with the central government shifting responsibility to states. ....[Read more](#)

## MP'S GUNA COLLECTOR BREAKS DECADES-OLD BONDED LABOUR RACKET; 70 FREED FROM 'RAHUA' SLAVERY

Madhya Pradesh's Guna district administration dismantled a decades-old bonded labour system called 'Rahua,' rescuing 70 victims who had been enslaved for years or decades. Collector Kishore Kanyal led the coordinated crackdown targeting the exploitative "Raho aur Khao" (stay and eat) system that trapped mentally challenged and destitute individuals. The operation freed victims from cattle sheds, farms, brick kilns, and roadside eateries in the Binaganj and Chachora areas. Perpetrators abandoned 54 victims at highways and bus stops while fleeing the crackdown. Survivors included a Tamil Nadu man abducted 12 years ago, a trafficked Nepali beggar, and a Karnataka native drugged into slavery. Authorities transferred rescued victims to 'Apna Ghar Ashram' in Shivpuri for medical and psychological care. Police made 11 arrests and investigated suspected interstate and international trafficking networks. Officials appealed for public help to locate remaining victims in remote areas.....[Read more](#)

## STRIKE AGAINST ZEPTO HITS DAY 6; COMPANY ACCUSED OF BLOCKING PROTESTERS' IDS

Zepto delivery workers in Hyderabad continued their indefinite strike for six days through May 25, as the Telangana Gig and Platform Workers Union (TGPWU) accused the company of retaliatory practices. Workers from major dark stores in Ramanthapur, Boduppal, and other localities boycotted deliveries, demanding better working conditions and rights protection. The union submitted a complaint to additional labour commissioner E Gangadhar, alleging that Zepto permanently blocked app IDs of striking workers and those who spoke to media. TGPWU president Shaik Salaudhin warned of national and international escalation if suppression continued. The union also claimed Zepto used strike-breaking tactics by offering special incentives to non-striking workers and employed police intimidation. Workers demanded immediate ID reinstatement, end to coercive practices, and tripartite talks. Zepto issued no public response to the allegations.....[Read more](#)

## TRADE UNIONS DEFER GENERAL STRIKE AGAINST LABOUR CODES TO JULY 9

Central Trade Unions (CTUs) postponed their general strike from May 20 to July 9, 2025, citing the prevailing situation after the Pahalgam terror attack. The joint platform of opposition CTUs announced this decision during a meeting in New Delhi on May 15. The unions had originally planned the strike to protest the implementation of four Labour Codes. In their statement, CTUs urged the Centre to take measures against those conducting divisive hate campaigns during the critical period. The unions criticized employers and governments for continuing attacks on workers despite the tense situation, including unilaterally increasing working hours and flouting minimum wages and social security benefits. CTUs complained that the Union government refused to meet them or hold the Indian Labour Conference despite receiving strike notices nationwide. They asked workers to continue preparations for the rescheduled July 9 strike

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## SAMSUNG INDIA WORKERS UNION ANNOUNCES PROTESTS FROM MAY 13 FOR OFFERING HIKE ONLY TO THOSE WHO SIGNED THE AGREEMENT THROUGH A MANAGEMENT-SUPPORTED GROUP

The Samsung India Workers' Union (SIWU), affiliated with CITU, announced a series of protests against Samsung India's management over alleged anti-labour practices. SIWU president E. Muthukumar condemned the company's selective salary hike policy, which offered increases only to employees who signed agreements with a management-supported group. The union planned multiple protest activities: workers observed a one-day hunger strike on May 13, followed by a rally in Kancheepuram on May 14, where they wore black badges and submitted petitions to the District Collector seeking intervention. SIWU scheduled a demonstration at the Directorate of Industrial Safety and Health in Guindy on May 16, protesting alleged illegal production activities. On May 19, the union planned to submit a mass petition to the South Korean Embassy in New Delhi, seeking diplomatic intervention over claimed violations of Indian labour laws and denial of trade union rights.....

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# INTERNATIONAL LABOUR LAW NEWS

## INDONESIA LEADS WITH NATIONAL ADAPTATION OF UPDATED ILO FORESTRY CODE

Indonesia has become the first country to officially adapt and translate the updated ILO Code of Practice on Safety and Health in Forestry Work. The launch event, held in Jakarta on 28 April, was organized by the Ministry of Manpower, Ministry of Forestry, APHI, and trade union KAHUTINDO, with ILO support. The timing coincided with the World Day for Safety and Health at Work. This adaptation demonstrates Indonesia's commitment to advancing occupational safety and health (OSH) in its forestry sector, aiming to enhance worker safety alongside productivity and sustainability. The integrated code now forms part of Indonesia's national framework, setting a precedent for other countries in promoting OSH standards in high-risk sectors such as forestry.

## ILO LAUNCHES SECOND PHASE OF FAIRWAY PROGRAMME FOR AFRICAN MIGRANTS

The ILO has unveiled Phase II (2024–2028) of its FAIRWAY Programme, aiming to improve labour migration governance between Africa and the Arab States. This initiative builds on earlier efforts to enhance working conditions for African migrant workers. Coffi Agossou, ILO Deputy Regional Director for Africa, highlighted the importance of inter-regional cooperation, collective action, and evidence-based policymaking. The programme calls for active engagement from governments, employers, trade unions, civil society, and migrant workers. FAIRWAY's expansion aims to better protect migrant rights and promote decent work, responding to complex migration dynamics and exploitation risks in the corridor.

## CAMBODIA HARNESSSES AI AND DIGITALIZATION TO PROMOTE WORKPLACE SAFETY

On 5 May 2025, Cambodia marked the World Day for Safety and Health at Work with a focus on artificial intelligence and digitalization. Themed "The Impact of Digitalisation and Artificial Intelligence (AI) on Workers' Safety and Health," the event took place in the Zhe Jiang Special Economic Zone. Around 1,400 attendees, including workers and government representatives, joined the ILO and other stakeholders to explore the potential of digital tools in improving workplace safety. The event highlighted Cambodia's growing commitment to technological innovation as a means to boost occupational safety, health, and productivity in the manufacturing and industrial sectors.

## SOCIAL DIALOGUE IN SYRIA AIMS TO FOSTER INCLUSIVE POST-CRISIS RECOVERY

The ILO hosted a meeting in Syria to promote inclusive recovery through social dialogue. Participants included representatives from Syria's Ministry of Social Affairs and Labour, Damascus Chamber of Industry, and General Federation of Trade Unions. Also present were ILO officials from Syria and Iraq. The meeting emphasized collaboration to rebuild decent jobs, enforce labour rights, and ensure social protection. This initiative is part of a broader strategy to achieve sustainable peace and social justice in Syria's post-crisis recovery. It marks a key step in fostering cooperation among stakeholders for reconstruction efforts focused on resilience and inclusivity.



## ILO SUPPORTS PALESTINIAN LABOUR STRATEGY THROUGH NATIONAL WORKSHOP

The ILO joined a national workshop in Ramallah to support the development of Palestine's 2025–2027 Labour Strategic Plan. Organized by the Ministry of Labour, the event gathered key stakeholders including government agencies, employers, and workers. Minister Enas Attari emphasized tackling high unemployment, which currently exceeds 52%. The strategy focuses on boosting employment services, skills development, decent work, social protection, and innovation. Key initiatives include labour law reforms, digitization of vocational services, and the launch of a “Compass” platform for employment guidance. The ILO's involvement supports inclusive policy development through social dialogue and evidence-based planning.

## MYANMAR EARTHQUAKE DISPLACES MILLIONS OF WORKERS, SAYS ILO REPORT

A recent ILO brief highlights the devastating impact of a 7.7-magnitude earthquake in central Myanmar near Mandalay. Using satellite and labour force survey data, the ILO estimates that over 3.5 million workers are affected, with a potential income loss of US\$36.8 million per day. The area was already grappling with rising poverty and reduced labour participation before the disaster. The innovative analysis aims to guide emergency relief and long-term labour market recovery. The ILO stresses that rebuilding livelihoods and ensuring access to decent work are critical to addressing the economic fallout and supporting affected workers.

## LATIN AMERICA AND CARIBBEAN COOPERATIVES PROMOTE DECENT WORK WITH ILO SUPPORT

On May 12–13, 2025, the ILO joined regional events in Santiago, Chile, celebrating the International Year of Cooperatives. Organized with Cooperatives of the Americas and Chile's INAC, the events spotlighted the role of cooperatives in building resilient, inclusive societies. ILO Regional Director Ana Virginia Moreira Gomes emphasized cooperatives' contributions to sustainable development and decent work. Partners including ECLAC, FAO, and UN agencies collaborated in workshops on policy, training, and governance. The ILO reaffirmed its commitment to supporting cooperatives as key actors in addressing social and economic inequalities across the region.

## ETHIOPIA PROMOTES INCLUSIVE SKILLS CERTIFICATION WITH ILO SUPPORT

Ethiopia has taken a major step toward inclusive skills certification by training over 40 Certification of Competency (CoC) officials on Recognition of Prior Learning (RPL). Conducted with support from the ILO Global Skills Programme, the training equipped officials from all 14 regional states with tools to validate skills gained outside formal education. The initiative aims to create a more equitable certification process by recognizing informal work experience, community knowledge, and self-taught skills. With strong backing from the Ministry of Labor and Skills, this effort is part of Ethiopia's broader strategy to expand access to skills-based employment opportunities.

## MALAWI LAUNCHES WORKPLACE CODE OF CONDUCT AGAINST VIOLENCE AND HARASSMENT

In a landmark step, Malawi has introduced a Code of Conduct to combat workplace violence and harassment, aligning with ILO Convention No. 190 (C190). The launch in Balaka District was supported by the ILO-Norway project on workers' rights and gender equality. ILO Director Wellington Chibembe emphasized the importance of C190 in promoting safe, equitable workplaces. The code marks progress in Malawi's commitment to ratifying C190 and reflects a broader national strategy to align labour laws with global standards. The initiative aims to build safer, more respectful work environments, particularly for vulnerable and marginalized workers.

## TRADE UNIONS KEY TO ENDING INFORMAL WORK, ILO REPORT FINDS

The ILO's ACTRAV Bureau released a report titled "Innovative Approaches Taken by Workers' Organizations to Drive Formalization," spotlighting the central role of trade unions in transitioning informal work into formal employment. The report, launched ahead of the 113th International Labour Conference, emphasizes unions' leadership in organizing informal workers, securing legal protections, and driving policy reforms. ACTRAV Director Maria Helena André underscored the importance of worker-led strategies, legal action, and global solidarity. The report urges stronger recognition of trade unions as crucial agents in ending informality and securing decent work for all.

## ILO TO PUBLISH GLOBAL INDEX ON GENERATIVE AI'S IMPACT ON JOBS

The ILO is set to release a new report titled *Generative AI and Jobs: A Refined Global Index of Occupational Exposure* on 20 May 2025. This report will offer an in-depth look at how generative AI is reshaping work across industries and countries. Developed through expert validation and AI-assisted data analysis, the index is the most comprehensive global assessment of its kind. It aims to guide policymakers, workers, and employers in preparing for the technological shifts ahead, with a focus on mitigating risks and seizing opportunities for decent work in the age of AI.

## LAO PDR ADVANCES SOCIAL PROTECTION WITH ILO AND UNDESA SUPPORT

Lao PDR has made notable progress in expanding social protection through a joint initiative by the ILO and UNDESA. A review meeting held on 15 May in Vientiane showcased achievements under the project "Accelerating Universal Social Protection." Key reforms include improvements to the Social Security Law, expanded coverage through the NSSF, and enhanced investment strategies. The initiative also strengthened institutional capacities and supported the National Social Protection Strategy 2020–25. The ILO emphasized that sustained reforms are essential for building resilient systems capable of supporting vulnerable populations and achieving the Sustainable Development Goals.

## UN URGES RENEWED ACTION TO ERADICATE CHILD LABOUR BY 2025

At the "Childhood with Dignity" event, the UN called for urgent global action to eliminate child labour. Despite progress—86 million fewer children are in child labour compared to 2000—countries are not on track to meet the 2025 target set under SDG 8.7. UN General Assembly President Philemon Yang stressed the need to address root causes, including poverty and conflict. Participants reaffirmed their commitment to ending forced child recruitment and protecting vulnerable children. The dialogue emphasized a multi-stakeholder approach and the moral imperative to ensure all children live with dignity, free from exploitation.

## GLOBAL JOB FORECAST REVISED DOWN AS ECONOMIC OUTLOOK WEAKENS

The ILO's latest World Employment and Social Outlook (WESO) Update predicts the global economy will create only 53 million new jobs in 2025, down from an earlier forecast of 60 million. The revision reflects a downgraded GDP growth projection of 2.8% versus 3.2% previously. The report also warns of risks to 84 million jobs linked to U.S. consumer demand, especially in Asia-Pacific, Canada, and Mexico, due to escalating trade tensions. The ILO calls for coordinated policy responses to protect employment and income amid rising global economic uncertainty.



## NEPAL STRENGTHENS LABOUR MIGRATION NEGOTIATION SKILLS

To better protect its large overseas workforce, Nepal has trained officials in negotiating Bilateral Labour Migration Agreements (BLMAs) and MoUs. With over 2.1 million Nepalis abroad and 740,000 labour permits issued last year, foreign employment is vital to the economy. However, limited technical expertise has hindered the effectiveness of agreements. Supported by the ILO, the initiative enhances Nepal's capacity to secure fair and safe employment conditions for its migrants. The effort aims to improve the legal and monitoring frameworks around labour migration, promoting rights-based and dignified employment abroad.

## JORDAN MODERNIZES COOPERATIVE LAW WITH ILO BACKING

Jordan has enacted major amendments to Cooperative Law No. 18 of 1997, aiming to align national legislation with international standards. Approved by the Senate in 2025, the reform modernizes governance structures, improves working conditions, and opens pathways for foreign cooperatives to operate in Jordan. Minister of Agriculture Khaled Hneifat praised the law for empowering cooperatives with better financing tools and training programs. Supported by the ILO, this reform is part of Jordan's broader strategy to boost inclusive economic growth and productivity through cooperative development and decent work promotion.

## SOCIAL PROTECTION VITAL FOR CLIMATE JUSTICE IN SMALL ISLAND STATES: ILO BRIEF

A new ILO brief reveals that stronger social protection systems are essential for climate justice in Small Island Developing States (SIDS). With only 43.5% of people in SIDS covered by social protection—compared to 52.4% globally—the brief highlights the urgent need for increased investment. SIDS allocate only 7.1% of GDP to social protection and health, far below the global average of 19.3%. As climate change intensifies, these gaps leave communities vulnerable. The ILO urges international solidarity and financing to ensure SIDS can build resilience and protect livelihoods amid growing environmental threats.



# PUBLICATIONS: ARTICLES

## MIGRANT LABOUR AND THE RESHAPING OF EMPLOYMENT LAW - BY MANOJ DIAS-ABEY

The book review deals with Bernard Ryan and Rebecca Zahn edited a collection examining how migrant workers reshaped employment law in Europe, North America, and Australasia. The book revealed that countries initiated piecemeal changes rather than wholesale reforms, with partial and contradictory effects. Ryan identified two response types: coordinated market economies (Germany, Switzerland, Sweden) prevented undercutting of existing standards, while liberal market economies (UK, US, Canada, Ireland) countered migrant worker exploitation. The collection covered equality issues in Sweden, the US, Germany, and Spain, showing gaps in coordinated economies where migrant workers rarely benefited from sectoral bargaining. Five jurisdictions addressed exploitation with mixed results: Canada, Australia, the Netherlands, the UK, and Italy. Ryan argued that labour law scholars must abandon methodological nationalism and adopt "cosmopolitan realism" that doesn't prioritise resident workers' situations, emphasising the convergence between migrant and citizen worker experiences in modern labour markets.

[Read more](#)

## COLLECTIVE BARGAINING AGREEMENTS AND PROTECTED GROUPS IN ISRAEL - BY LILACH LURIE

The researcher conducted a comprehensive study of Israeli collective bargaining agreements from 1957 to 2016, analysing 35,520 agreements to examine provisions for women, elderly workers, people with disabilities, and parents. The study found that elderly workers received the most intensive representation in collective agreements. The analysis revealed that Israeli collective bargaining agreements both promoted equality for targeted groups and contained discriminatory practices against them, though discriminatory provisions declined over time. The researcher compared collective agreement rights with contemporaneous legislation, discovering that their combination proved essential for promoting equality in Israel. Collective bargaining agreements played critical roles in promoting innovative equality practices that legislators later adopted, while legislation abolished discriminatory provisions in agreements. The transparency of collective agreements, contrasting with confidential individual contracts, proved indispensable for advancing equality throughout the study period.

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## LEGAL FRAMEWORKS FOR WORKFORCE MOBILITY AND EMPLOYMENT REGULATIONS IN ASEAN: CHALLENGES AND EFFORTS IN ALIGNING DOMESTIC LABOUR LAWS WITH REGIONAL STANDARDS - BY HAFIZ GAFFAR & SALEH AL BRASHDI

Association of Southeast Asian Nations, ASEAN made significant efforts to promote labour mobility and regional integration, principally since establishing the ASEAN Economic Community (AEC) in 2015. A paper explored labour migration policy dynamics within ASEAN, focusing on how national labour laws related to ASEAN standards and their impact on labour protection and economic growth. The research identified challenges, including inconsistent national laws, recognition of international qualifications, and rigid barriers that impacted smooth labour mobility. The paper emphasised the importance of programs such as the ASEAN Qualifications Reference Framework (AQRF) and Mutual Recognition Arrangements (MRAs) in encouraging labour mobility. The study highlighted how member states needed to work jointly to manage labour mobility within member states. The paper concluded that by addressing these concerns and seizing opportunities for progress, ASEAN could create a more cohesive and efficient labour market.

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## IMPORT BANS ON PRODUCTS FROM FORCED LABOUR IN THE TRUMP ERA - BY ALEYDIS NISSEN

On September 30, 2019, US Customs and Border Protection issued five Withhold Release Orders prohibiting imports of products suspected of forced labour from global companies. The orders targeted Chinese garments, Congolese gold, Zimbabwean diamonds, Brazilian bone black, and Malaysian rubber gloves. This article contextualised these orders through international law and political perspectives. The author argued that while Trump's protectionist trade policy paralysed the World Trade Organization (WTO) Dispute Settlement Mechanism's Appellate Body in December 2019, the orders might be justified under General Agreement on Tariffs and Trade (GATT) Articles XX and XXI exceptions. The study analysed how significant world events led Customs and Border Protection (CBP) to relax some restrictions while strengthening others in 2020. The author concluded that Trump's controversial trade approach potentially created openings to rethink multilateral trade regimes that prioritised free trade over abolishing forced labour, noting President Biden's subsequent supply chain task force review.....[Read more](#)

## FROM INDOCHINESE CONVICT TO INDENTURED LABOURERS: A DREAM AND REALITY OF BUILDING A COLONIAL EMPIRE IN THE ASIA-PACIFIC BY THE FRENCH EMPIRE FROM THE LATE NINETEENTH TO THE EARLY TWENTIETH CENTURY - BY NGUYEN THI TRANG

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](#)

## FROM MCCARTHYISM TO BOSTOCK: THE JUDICIAL EVOLUTION OF ANTI-DISCRIMINATION IN EMPLOYMENT FOR SEXUAL MINORITIES IN THE UNITED STATES - BY ERLANG TANG

During McCarthyism, U.S. federal authorities applied broad 'efficiency' standards to assess sexual minority employees' suitability, believing homosexuals could harm the government's image. Officials used 'conduct' and public morality standards to justify dismissals. Later legal decisions placed limitations on arbitrary dismissals by requiring clearer links to job performance, but systemic indifference and underlying repression continued to compel sexual minorities to conceal their identities for employment retention. By the late 20th century, judicial recognition of discrimination based on gender stereotype nonconformity emerged under existing civil rights laws, offering indirect protection to some sexual minorities. However, differing interpretations of 'gender' created court inconsistencies. In the early 21st century, the highest court adopted a textualist approach combining biological sex with behavioural gender norms, affirming that dismissal due to gender nonconformity constituted sex-based discrimination, thus extending civil rights protections to sexual minorities.....[Read more](#)



## THE CAPITALIST'S APPRENTICE: EMPLOYMENT AND THE REPRODUCTION OF CAPITALIST CULTURE - BY MARK L. YOUNG

The chapter argued that feudal vestiges shaped capitalist employment throughout modern wage labour's history, contradicting assumptions about capitalism as an engine of democratic freedom. Adam Smith warned that industrial employment dulled workers' intellect by restricting their cognitive development through repetitive tasks. John Millar connected workplace subordination to psychological submission, arguing that hierarchical employment created habits of deference. These early economists described employment relations that resembled feudal domination despite capitalism's promises of freedom. Workplace hierarchy fostered authoritarian personality traits that extended beyond employment, encouraging compliance and conformity throughout capitalist culture. Workers developed habits of submission that integrated seamlessly with broader institutional regimes. Traditional apprenticeship once educated for independence, but capitalism transformed it into permanent domination training, making workplace apprentices into cultural apprentices of capitalist authority.....[Read more](#)

## INTERSECTIONALITY: THE LABOUR LAW–WELFARE LAW INTERFACE BY GORDON ANDERSON, DOUGLAS BRODIE, AND OTHERS

This chapter examined the future of employment law through an intersectionality lens, particularly analysing how employment law interfaced with welfare law. The authors investigated whether social security provision would become increasingly crucial for ensuring adequate workforce protection. They explored the potential long-term consequences of COVID-19 response measures on employment law. The chapter specifically questioned whether the pandemic's economic interventions made basic minimum income schemes more politically and practically feasible. The analysis focused on how the intersection of employment and welfare systems might reshape worker protections, suggesting that traditional employment law alone might prove insufficient for future workforce needs. The authors considered whether the crisis-driven policy responses demonstrated the viability of more comprehensive social safety nets that could supplement or transform conventional employment protections.....[Read More](#)

## POLITICAL SITUATION, LEGAL AND LABOUR REGULATORY REGIMES AND EMPLOYMENT CREATION BY FIRMS IN EMERGING ECONOMIES - BY NICHOLAS ADDAI BOAMAH, FRANCIS OFORI-YEBOAH, & KWADJO APPIAGYEI

This study investigated legal systems, labour regulations, and political uncertainty on employment creation in emerging economies. Researchers utilised generalised methods of moments estimator with data from 69 emerging economies and adopted Bayesian estimation techniques to check Generalized Method of Moments (GMM) results robustly. Evidence showed that concerns about political instability, court systems, and labour regulations constrained employment creation. The study found significant firm size, export orientation, and sector effects, but discovered insignificant ownership effects on employment creation. Findings indicated that employment creation policies should improve court systems and instil firms' confidence in legal regimes, ensuring political stability and favourable labour regulatory frameworks. The research revealed that policies shouldn't emphasise foreign firms over domestic firms, as both impact employment creation equally. The study applied GMM and Bayesian estimation techniques, supported rational decision and real options theories, and extended employment creation literature while providing insights for policymakers. ....[Read more](#)

## THE MEDIATING ROLE OF RACIAL DISCRIMINATION IN THE RELATIONSHIP BETWEEN AUTHENTIC LEADERSHIP AND JOB COMMITMENT IN GHANAIAAN PUBLIC ORGANISATIONS - BY RICHARD ARHINFUL, HAYFORD ASARE OBENG, & LEVITICUS MENSAH

Ghana implemented various equality laws, including the National Policy on Equal Opportunities, Affirmative Action Policy, and Labour Act of 2003, to promote workplace fairness and prohibit discrimination. However, racial and social inequalities persisted, particularly in the public sector. Researchers conducted a study using social identity theory to examine how authentic leadership affected job commitment, with racial discrimination as a mediator. They collected data from 333 local government employees through convenience sampling and analysed it using confirmatory factor analysis and structural equation modelling via AMOS (Analysis of Moment Structures) software. Results revealed that authentic leadership significantly increased both job commitment and racial discrimination. Racial discrimination positively impacted job commitment and partially mediated the authentic leadership-job commitment relationship. The study recommended that authentic leaders actively address biases while the local government establishes clear anti-discrimination policies and efficient reporting systems. ....[Read more](#)





## PUBLICATIONS: REPORTS AND BOOKS

### EMPLOYMENT LAW FOR A BRAVE NEW WORLD A COMMON LAW EMPLOYMENT RELATIONSHIP FOR THE 21ST CENTURY - BY GORDON ANDERSON, DOUGLAS BRODIE, AND JOELLEN RILEY

This book followed up The Common Law Employment Relationship (2017) by examining current and future challenges facing employment law in Australia, New Zealand, and the United Kingdom over the next two decades. The authors argued that neoliberal labour relations models created instability and inadequate worker protection, necessitating more resilient regulatory frameworks. The book explored how globalisation, COVID-19, technological advances, climate change, and political populism reshaped employment relationships. It examined the employee-contractor distinction, platform work challenges, judicial modernisation efforts, declining worker voice, and minimum protections for gig and migrant workers. Later chapters addressed AI monitoring threats, psychosocial workplace harm, potential legal codification, labour market structural shifts, and welfare law integration. The authors concluded that employment law required fundamental re-visualisation to provide workers foundational protection, economic security, and personal autonomy against evolving global challenges. ....[Read more](#)

### WORLD EMPLOYMENT AND SOCIAL OUTLOOK: MAY 2025 UPDATE: HOW A DETERIORATING GLOBAL ECONOMIC OUTLOOK IS IMPACTING LABOUR MARKETS WORLDWIDE.

The ILO's 2025 global economic outlook revealed slowing growth, trade volatility, and geopolitical tensions that created increased uncertainty. The organization downgraded its global employment growth forecast from 60 million to 53 million jobs, citing trade tensions and enterprise caution. Approximately 84 million workers across 71 countries faced risks from uncertain US tariff measures through supply chain connections. Over the past decade, global employment shifted toward high-skill occupations, particularly in high-income countries, while low-income nations remained dependent on low-skill jobs. The labor income share declined by 0.6 percentage points, costing workers an average \$290 per person in 2024. Educational mismatches affected 52.3% of workers, with over-education rising from 15.5% to 18.9%. The report found that 76.2% of workers held jobs with minimal generative AI exposure, though 23.8% faced varying automation risks. ....[Read more](#)



## OPPORTUNITIES

### **Goonj Setu Fellowship (2025–2026)**

The Goonj Setu Fellowship is a year-long program (August 1, 2025 – July 31, 2026) for young, socially driven individuals aged 21–30 who have completed their graduation. It offers immersive, hands-on exposure to grassroots development across India through Goonj's initiatives, including menstrual health, disaster response, education, and rural development. Fellows engage in self-led projects, cross-sectoral learning, skill-building labs, and mentorship while working closely with communities in over 27 states and UTs. The fellowship promotes leadership, civic participation, and values-based development. Applicants must be tech-savvy, and have a basic understanding of English or Hindi. The last date to apply is 22nd June 2025.

### **UNU-WIDER Visiting PhD Fellowship**

The UNU-WIDER Visiting PhD Fellowship allows doctoral students to spend three months in Helsinki conducting dissertation research on developing economies. Fellows collaborate with UNU-WIDER researchers, present seminars, and may publish their work in the WIDER Working Paper Series. Benefits include a travel grant, medical insurance, and a monthly stipend of EUR 2,050. Applicants must be in the later stages of their PhD, have strong analytical skills, and be fluent in English. This opportunity encourages applications from developing countries and women researchers. Application deadlines are 31 March and 30 September each year.

### **Call for Papers – Centre for Tax Laws, NLU Delhi**

The Centre for Tax Laws at NLU Delhi invites rolling submissions for articles (3,000–4,000 words) and blogs (1,500–2,000 words) on contemporary issues in taxation law. Topics include GST, direct/indirect taxation, tax policy reforms, and international taxation. This platform encourages students, researchers, and professionals to contribute original insights bridging academia, industry, and policy. Submissions are reviewed for potential publication on the CTL's platform. The initiative aims to foster legal scholarship, policy advocacy, and student engagement in tax law reform. Submit through the official [Google Form link](#); submissions through other mediums will not be accepted.

### **LETTEN VISITING PHD STUDENTSHIP Call for applications**

The Letten Visiting PhD Studentship targeted advanced-stage doctoral students researching Indian equality and anti-discrimination law for capacity-building at LSE's Law School during Winter Term 2025 or Autumn Term 2026. The program excluded LSE students but welcomed applications from universities worldwide. Fellows finalized 10,000-word PhD chapters under Professor Tarun Khaitan's mentorship while participating in academic seminars and workshops. The Letten Prize funding covered economy-class flights, visa costs, accommodation, and living expenses. The program sought second, third, or final-year PhD students, particularly encouraging applications from under-represented backgrounds. Applicants submitted CVs, cover letters, referee contacts, PhD outlines, chapter outlines, and supervisor permissions by June 23, 2025. The selection process included written work submissions, reference checks, and virtual interviews, with successful candidates notified in late July.

# EDITORIAL TEAM



## Managing Editor

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



## Editor in Chief

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## Editor

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## Editor

Akanksha Yadav has post-graduated from National Academy of Legal Studies and Research, Hyderabad [NALSAR]. She did her graduation from RMLNLU, Lucknow. She has worked as Assistant Officer (Law) at NTPC and is a Part time PhD Scholar at NLU Delhi. She has published several articles and research papers in National Journals.



## Editor

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



## Editor

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

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