

## Concept Note for Awareness Program

In contemporary times, the issue of contract labour has emerged as a significant challenge within the realm of labour law. Contract labour refers to the employment arrangement where workers are hired for a specific period or task through a contract with an intermediary, rather than being directly employed by the principal employer. While contract labour can offer flexibility to employers, it often results in exploitation and vulnerability for workers. Contractual workers, comprising housekeeping staff, guards, and other personnel, often face precarious working conditions, limited job security, and inadequate benefits.

Contract labour in India is primarily governed by the Contract Labour (Regulation and Abolition) Act, 1970. This legislation aims to regulate the employment of contract labour and ensure certain statutory benefits and protections for workers. Key provisions include registration of establishments engaging contract labour, welfare measures, and prohibition of unfair labour practices. Additionally, the Act mandates the provision of equal wages for contract workers performing similar tasks as regular employees of the establishment. Despite these legal provisions, the implementation and enforcement mechanisms remain inadequate, leading to widespread violations of labour rights among contractual workers. The lack of awareness about their rights further exacerbates their vulnerability and exploitation in the workplace. The Centre for Labour Law Research and Advocacy at the National Law University, Delhi, recognizes the importance of addressing this issue and is organizing an awareness program targeting the contractual workforce within the campus. The awareness program organized by the Centre for Labour Law Research and Advocacy at NLU Delhi Campus aims to achieve the following objectives:

1. **Empowering Contractual Workers:** By providing them with knowledge about their rights, entitlements, and legal protections under the Contract Labour Act.
2. **Promoting Fair Employment Practices:** By raising awareness about the importance of fair wages, job security, and safe working conditions for all workers, irrespective of their employment status.
3. **Enhancing Legal Literacy:** By facilitating discussions and circulating pamphlets on labour laws, dispute resolution mechanisms, and avenues for seeking redressal in case of grievances.

4. **Fostering Dialogue and Collaboration:** By creating a platform for interaction between contractual workers and academic experts to exchange ideas and experiences.

The awareness program will be organized on 1<sup>st</sup> May 2024 to commemorate International Worker's Day, and it will delve into various aspects of contract labour, including legal rights, challenges, and opportunities for advocacy and empowerment. By creating a platform for interaction and exchange of ideas, the program seeks to contribute to the creation of a more just and equitable workplace environment at NLU Delhi. Through collective efforts and advocacy, the Centre for Labour Law Research and Advocacy endeavours to uphold the principles of social justice and dignity of labour for all workers, regardless of their employment status.