

No matter the type of lawyer you will be, you will need to develop the skills to listen to your clients and understand their constraints and bargaining powers in entering into formal and informal agreements. Furthermore, as a lawyer, you will likely be a thought leader in your firm, neighborhood or city with the power to lead discourses and shift norms. In this spirit, your bargaining powers project assignment must be completed by following these 4 steps:

First, you must select any one of the following workers as your hypothetical client:

1. Anganwadi worker [**pick a particular state**]
2. Construction worker [**pick a particular state**]
3. Factory worker [**pick a particular state**]
4. Gig worker [**pick a particular platform - BigBasket, Swiggy, Zomato, Ola, Uber, Zepto, Urban Company, Amazon etc.**]
5. Contract labourer working for the municipal government [**pick a particular state**]

Second, you are required to gather and select 2-3 narrative news reports [or news video segments] or narrative accounts from other civil society reports that shed some light on the bargaining powers and constraints that your client holds while entering into labour agreements. [**Given the lack of methodological training in conducting qualitative interviews, you are strongly discouraged from engaging in gathering primary data, and you are only expected to rely on secondary resources (such as news reports, conference speeches or civil society reports).]**

Some *indicative* examples of the resources you must gather for your project are:

1. [**Gig worker**] - Pages 20 and 21, **Fairwork India Ratings 2023** Report, available [here](#).
2. [**Construction worker**] - Harshita Sinha, *Voices of Informality: the story of a migrant construction worker from Bengal*, **INTERNATIONAL DEVELOPMENT LSE BLOG**, <https://blogs.lse.ac.uk/internationaldevelopment/2020/05/11/voices-of-informality-the-story-of-a-migrant-construction-worker-from-bengal/>.
3. [**Factory worker**] - Parveen Kumar, *Migrant factory workers in Delhi: a daily grind*, **People's Archive of Rural India (PARI)**, <https://pari.education/articles/migrant-factory-workers-in-delhi-a-daily-grind/>.
4. [**Gig worker**] - Pages 39 - 43, **The RIGHTS Survey (Report of Nationwide Survey of Platform Workers in India) 2024**, available [here](#).
5. [**Anganwadi worker**] - Chetna Surve, *A day in the life of an Anganwadi worker in Thane*, **CITIZEN MATTERS**, <https://citizenmatters.in/the-life-of-an-anganwadi-worker-thane/>
6. [**Contract labourer working for the municipal government**] - Akanksha Kumar, *In Delhi, sanitation workers allegedly asked to pay 'bribes' to keep their jobs*, **NEWSLAUNDRY**, <https://www.newslaundry.com/2022/12/23/in-delhi-sanitation-workers-allegedly-asked-to-pay-bribes-to-keep-their-jobs>

Third, you must track public comments by your client's employer [state government/platform/private contractor] or their employer's industry association to understand this party's bargaining powers, interests and constraints when employing the labourer. Also make sure to understand the State's particular priorities and concerns in regulating these employee-employer relations.

Finally, you must tie in your efforts in the first three stages of the project to write a **2000 - 2500 word essay** explaining and reflecting on the kinds of balances the varying bargaining powers and interests are presently at. **You must also highlight the challenges as well as creative possibilities for your client within the current legal frameworks and regimes [including the Codes]**. You may draw upon varying literatures, course readings, course cases and class discussions to support your reflection, if necessary.

Your bargaining powers project will be graded on the basis of the following rubric:

Depth of literature review [news reports, civil society reports, academic studies, Government notifications etc.] to understand your client’s and their employer’s [or employer’s associations’] bargaining powers	8 marks [4 - employee; 4 employer and State]
Identification of bargaining powers, “balances” and demonstrated understanding of how these are organised by legal regimes	8 marks
Highlighting creative possibilities for client within the legal regimes	4 marks