



THE BRIEFCASE



ISSUE #2

PGCL
NEWSLETTER

27 February 2025



Here's what is coming your way!

Guess what? *The Briefcase* is officially back for round two! After a huge pat on our back for having an incredibly successful launch, we have survived another month of hammy breakdowns, and just the right amount of workplace drama – aka teamwork in turmoil – all to bring you the second edition of our beloved legal newsletter.

Inspired by **Employee Legal Awareness Day** {celebrated on February 13th}, we're diving headfirst into the fascinating (and sometimes chaotic) world of workplace rights. From the struggles of overworked employees and workplace conflicts to understanding the rights of all those working, and what every employee & employer ought to know—this issue is packed with all the essentials to help you navigate the ups and downs of the working world. Sound familiar? Yeah, we thought so - because even we've had our fair share of "workplace" mishaps, from frantically fixing typos to last minute submissions and how can we forget that non-cooperative-colleague!

So, whether you're gearing up for future employment or just want to understand the rights and realities of the working life, we've got you covered. Expect the usual bite-sized legal summaries, short and sweet case comments, bold opinions, event lookouts, and maybe even a few surprises (we're nothing if not unpredictable).

While we may not fit in the legal definition of 'workman', we are all one, in some way or the other. Don't we all have our own share of 'office politics'? So, buckle up once again, dear reader—this month's journey promises to be just as insightful and engaging as the last. Stick around and get ready to stuff your briefcase with even more legal knowledge. Let the workplace wisdom begin!

The Editorial Board x

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- Your monthly dose of 'Did you know?'



THE BINDER

Your essential collection of the latest legal updates, neatly organised for a quick reference.

Bridging the Divide: POSH, Cyber Law, and the New Corporate Environment

The 1997 enforcement of the Visakha Guidelines by the Supreme Court explicitly outlawed sexual harassment at the workplace. The law moved at snail-pace, as the legislature took sixteen years to ratify the Sexual Harassment of Women at Workplace Prevention, (Prohibition and Redressal Act of 2013) {hereinafter 'POSH'}. This pioneering legislation now faces new issues in the digital era when traditional boundaries of the workplace evolve into virtual ones on the internet. The move towards remote and hybrid working models has steadily resulted in a space where employees are harassed, shifting from physical boardrooms to cyberspace. Today, cyber bullying takes place in a number of ways some of them include sending indecent text messages, video call attempts, and surreptitious monitoring of workers' online activities.

Cyber-crimes reveal the lacuna in the current laws. The POSH Act ensures safety from physical harassment in the workplace, but traditional approaches do not allow for the definition of a cyber-offense. The gap in the law leaves considerable power in the hands of the *Internal Complaints Committee (ICC)*. The ICC initially handled face-to-face investigations which has now transformed into digital evidence examination while managing complaints. A fundamental legal challenge emerges because it must be determined whether, and how will the complainant or the ICC prove the authenticity of digital evidence.

The legislation would direct national progress although its "not in my backyard" resistance has prevented some essential matters from obtaining resolution. The ICC draft contains insufficient criteria about voting thresholds and outside expert requirements resulting in weakened ICC decision making ability that impacts the rights of respondents and complainants. Digital evidence validation at the ICC should follow a two-part procedure starting with contextual analysis followed by expert technical reviews if respondents question the evidence. Additional documentation should be supplied by complainants to respondents who challenge evidence instead of needing complete evidence submission from the beginning.

The development associated with law progression in India has failed to achieve desired results due to multiple restriction issue. The combination of patriarchy, bureaucracy and cultural barriers creates an atmosphere that transforms the essence of sexual harassment compliance into mere procedural compliance. The POSH policies are considered by many to be just another task on the checklist. Most institutions, however, choose to remain silent internally and protect their organizational image. Hence, they completely underreport and obfuscate other complaint reporting mechanisms, which perpetuates contempt between employers and employees.

In conclusion, traditional POSH standards require immediate analysis to synchronize them with current cyber law requirements in modern digital workplaces. The prevention of digital misconduct requires detailed guidelines because such regulations protect against physical harassment in physical workplaces according to both landmark court decisions and the POSH legislation. Procedures will turn into efficient workplace protection for employees through the creation of specific standards and robust protocols by ICC and digital evidence groups.



**-Ms. Anusha Poojary
Student, 3rd Year.**

THE BINDER



Your essential collection of the latest legal updates, neatly organised for a quick reference.

The Centralized Pension Payment System (CPPS): A Paradigm Shift in EPFO Pension Disbursement

The Employees' Provident Fund Organisation (EPFO) implemented the Centralized Pension Payment System (CPPS) to revolutionize pension distribution operations. The implementation combines a nationalized pension payment system that replaces local pension management, enabling pensioners to access funds more conveniently.

The Centralized Pension Payment System (CPPS) represents the national aerospace program dedicated to pension disbursement. The Centralized Pension Payment System serves as a digital platform that makes pension funds available at any banking institution throughout India without bounds to particular financial institutions or geographical EPFO divisions. Pensioners can receive pension payments without restrictions through the new system because the design allows funds to be distributed automatically to any location and bank account branch.

Who Will Benefit from CPPS?

The nationwide policy will provide pension benefits to more than 78 lakh members under the EPS program. From January 1, 2025, Employees' Pension Scheme (EPS) members from 1995 will obtain pension payments through any bank nationwide. The pension accessibility of retirees relocating after retirement gets enhanced through this reform because of the changes made to the payment system.

The Union Labour Ministry reported on January 3, 2025, that the pension payment system via CPPS gave more than 68 lakh pensioners Rs 1,570 crore during December 2024 through 122 regional disbursing offices.

Why is CPPS a Game-Changer?

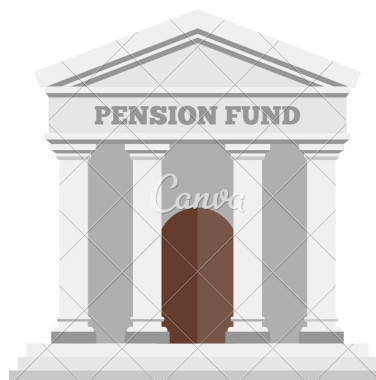
Prior to CPPS the pension disbursement system presented decentralization because every EPFO regional office worked with limited bank partnerships that reached three to four banks each. The management system limited pensioners since they must withdraw funds exclusively from designated banks.

Pensioners needed entire paperwork approval processes to change their bank establishment or relocation which created extended delays in the transaction procedure.

The CPPS system provides pensioners enhanced banking convenience because they can withdraw funds at any registered bank. Their pension benefits can be withdrawn from any bank without requiring dependency on particular financial institutions. CPPS removes the requirement for pensioners to verify their information through bank visits when starting their pension benefits because automatic pension fund distribution takes place instantly after release. Through CPPS the process of transferring Pension Payment Orders (PPOs) becomes unnecessary when pensioners relocate their residence or switch to different banks or branches. The updated system of CPPS offers an advanced method of pension management which provides increased operational smoothness for pensioners throughout India.

Such a direct payment mechanism enables hassle-free and efficient pension disbursement without causing additional burden for pension recipients. The launch of CPPS by EPFO brings a major change in pension management that enhances pensioner flexibility and simplifies administrative procedures. Users benefit from improved overall pension services since this technological connection allows pension distributions to reach all Indian pensioners in a timely and efficient manner. The new system will establish itself as a benchmark for public sector pension distribution throughout India when it fully activates during 2025.

**-Ms. Nirvi Mistry
Student, 3rd Year.**



THE GAVEL



The strike of the mallet, in recent judgements, summarised for easy reading.

Ajay Malik v. State of Uttarkahand, 2025 INSC 118

This year opened to a landmark judgement by the Supreme Court which added a new dimension to the protection for workers. On 29th January 2025, the Supreme Court of India directed relevant ministries to form an expert committee, to assess the need for a legal framework to protect the rights of domestic workers.

Background -

The Complainant, a Scheduled Tribe woman from Chhattisgarh, was brought to Delhi by her neighbours under false pretences of employment and handed over to Shambhu Prasad who ran Saint Maryam Placement Services, a welfare society for Scheduled Tribes. Prasad forcibly employed the complainant as domestic help in various locations, including Delhi, Gurgaon, Kanpur, and Karnal, without paying her wages and misappropriating her earnings. In October 2016, she was recruited by a Ajay Malik, a government employee, to work at his residence. During a family outing, Malik imprisoned her in his residence and left her with a cell phone for the purpose of monitoring her. On March 29, 2017, the Complainant used the phone to contact the police, alleging wrongful confinement. This led to the filing of an FIR against Malik and others involved.

Issue -

The case led the Court to raise the wider issue of lack of existing legal framework for protection of domestic workers against exploitation.

Ruling -

While addressing the issue, the Supreme Court drew a picture of conditions surrounding domestic workers in India. Domestic workers play an indispensable role in urban households, but continue to remain largely unprotected by law, leaving them vulnerable to exploitation and abuse. The increasing demand for domestic labour in urban settings, drive many impoverished persons, primarily women from marginalized communities to take up domestic work. While domestic work offers livelihood opportunities, without legal protection, domestic workers face low wages, unsafe conditions, and long working hours.

International organizations like International Labour Organisation (ILO) have laid down conventions to safeguard domestic workers. The *Domestic Workers Convention, 2011* outlines rights like fair wages, social security, and decent working conditions. In India, legislative efforts have been unsuccessful. The Domestic Workers (Conditions of Employment) Bill, 1959, which was reintroduced in 1989, 2004, 2008, and 2017 sought to regulate wages, working hours, and conditions but were never enacted. Existing labour laws, such as the Payment of Wages Act, 1936 and Equal Remuneration Act, 1976 exclude domestic workers, denying them formal protection.

The Court acknowledged recent progress made through enforcement of Social Security Code, 2020 which recognized domestic workers as unorganized labour and ensured their access to social security benefits like disability benefits, maternity benefits, old age protection. The Court also recognized State initiatives, such as domestic workers welfare boards that provide maternity and childcare assistance, educational aid and pension schemes in Tamil Nadu and Maharashtra. However, these efforts are fragmented, and may remain ineffective, if not backed by labour reforms both legislatively and through policy.

In the final order, the Court directed Ministry of Labour and Employment and several other ministries to jointly constitute an Expert Committee. This committee is to evaluate the need of legal framework to safeguard, regulate and promote rights of domestic workers. The Court urged the Committee to submit their report within six months and for the Government to take appropriate measures based on the report.

**- Ms. Mitali Tendulkar
Student, 3rd Year**



THE GAVEL



The strike of the mallet, in recent judgements, summarised for easy reading.

Jaggo v. Union of India & Ors., 2024 INSC 1034

On 20th December, 2024 the Supreme Court gave a judgement which would serve as an important precedent in labour law and workers' rights. The Apex Court quashed the order of termination of workers given by the High court and strengthened the principles of fairness and equity through its ruling. This judgement clarifies the interpretations of the Uma Devi & Ors. v. State of Karnataka & Ors. [(2006) 4 SCC 1] Judgement, highlighting the central idea behind it. The Court condemned exploitative trends in the gig economy and contractual employment, urging stricter labor protections.

Background-

The workers of the Central Water Commission (CWC), subsequent to the dismissal of their claims by the Central Administrative Tribunal and Delhi High Court, appealed to the Supreme Court. The appellants worked as "Safaiwali" and "Khalasi" in CWC, a government body, for more than 2 decades. Their appointment was legitimately done, even though there was no designated position. After 10 years and more of continuous service, they demanded regularization, but their request was denied by the CWC. The Tribunal dismissed their plea because they were not appointed against "sanctioned posts" and had not met the 240-days rule - a criterion essential for regularization.

The High Court, citing the precedent in Uma Devi supra, rejected their contention, stating that they lacked the required educational qualifications for regular posts and that the government had outsourced their work, thereby eliminating the need for their positions. According to the appellants, their work was crucial to the functioning of the CWC, as they

performed perennial and essential duties, entitling them to be given the status of a regular worker. After approaching the High Court the appellants were provided with notice of termination from the CWC and replaced by another set of workers. Aggrieved by this arbitrary order, they subsequently appealed to the Supreme Court to set it aside.

Issues-

- Does long and continuous service of workers in an establishment amount to regularization?
- Is the termination of the appellants discriminatory and unconstitutional?
- Whether the High Court has erred in its interpretation of the Uma Devi Judgement?

Ruling-

The Supreme Court ruled that, despite their 'part-time' status, their long and uninterrupted service should be considered in determining their employment rights. The duties they performed during service were found to be essential to the working of the establishment. The hygiene activities undertaken by the appellants were performed for a long and uninterrupted duration. The respondent's decision to outsource the work reflects an intentional effort to deprive the appellants of their legitimate entitlement, highlighting the crucial and continuous nature of their responsibilities. After establishing the nature of work and its role in the establishment, the Court further held that the termination orders passed against the appellants was arbitrary and against 'natural justice'. It rejected the State's argument, by noting that educational qualification was not a prerequisite when they were appointed earlier. In addition they were employed continuously and for long-term.

The Apex Court modified the High Court's interpretation of the Uma Devi judgment, emphasizing that it differentiates between illegal and irregular appointments, clarifying that its primary aim was to prevent unlawful hiring practices, not to disadvantage long-serving employees whose initial hiring may have been procedurally informal. The Court emphasized that the judiciary must look beyond the surface labels of appointment and aim at understanding their real nature.



THE GAVEL



The strike of the mallet, in recent judgements, summarised for easy reading.

This judgement highlighted the systematic issues where workers are deprived of their rights and noted that the rising trend of gig economy precludes workers from the safeguards accorded to regular workers. The government establishments must be more aware of the rights of workers and have a duty to not misuse contractual employment. The court relied on ILO conventions that advocate for employment stability and fair treatment as fundamental international labor standards. The Court also referenced the U.S. case **Vizcaino v. Microsoft Corp**, in which the judiciary ruled against the misclassification of long-term employees as independent contractors to deny them employment benefits.

This present case underscores that courts must intervene to prevent employers from avoiding legal obligations through arbitrary classifications.

It ruled that contractual employment must not be a tool for evasion of obligation by employers towards the employees.

In conclusion, the Supreme Court's ruling, which ordered the reinstatement of the workers with continuity of service and directed the government to regularize their employment, marks a significant victory for workers' rights. Although the Court denied back wages, it ensured that the period of absence would count towards pension and seniority benefits. This landmark judgment not only upholds the principles of fair employment but also sets a strong precedent against exploitative labour practices, promoting greater accountability for employers.

**- Ms. Sania Sayed
Student, 3rd Year**



THE COMMENTARY



Straight from the commentary box of our editorial board, curated reads & finds to expand your legal mind.

Supreme Court Reinforces Labour Rights: Temporary Workers' Path to Permanency

Published on The Lexology 6th Feb 2025

The Supreme Court in a landmark judgement of **Shripal & Anr. v Nagar Nigam, Ghaziabad (Civil Appeal No. 8157 of 2024)** reaffirmed the rights of temporary workers in the Municipal corporations. It dealt with the claims for regularization and unlawful termination of the gardeners who were employed by the Ghaziabad Nagar Nigam from 1998-1999 and were haphazardly terminated without any notice or retrenchment compensation.

The Apex court held the termination to be illegal since it violated Section 6E and 6N of "U.P. Industrial disputes Act, 1947". The apex court dismissed Nagar Nigam's contention that the workers were employed through contractors. Additionally, the Court stated that the ruling in **Secretary, State of Karnataka v. Uma Devi (2006)** could not be used as an excuse for long-term ex-

ploitation of employees performing vital municipal functions.

It is a significant development in labour jurisprudence highlighting the judiciary's evolving approach in harmonizing worker's rights with statutory considerations, thereby reinforcing constitutional safeguards against exploitative employment practices. It strengthens the legal discourse surrounding the doctrine of legitimate expectation in public employment.

If interested, you may,

[Click here to read the Article](#)

This Article is recommended by,

**Dr. Kavita Rai,
Assistant Professor, PGCL**

Order and Disorder: Navigating Workplace Stress

Podcast 'If/Then' by Jeffrey Pfeffer, Stanford GSB

As young lawyers step into the legal profession, it's crucial to be aware of the challenges that lie beyond the courtroom. In the latest episode of Stanford Graduate School of Business If/Then podcast, titled *Is Work Killing Us?*, Professor Jeffrey Pfeffer discusses the significant impact of workplace stress on the health of employees. He reveals that job-related stress is as harmful to health as smoking, potentially causing about 120,000 deaths each year in the United States of America. Workplace stress can take many forms. Extended hours can lead to fatigue and reduce time for personal activities, affecting work-life balance. Excessive tasks and unrealistic deadlines can overwhelm employees, leading to burnout. Uncertainty about job stability can cause anxiety and stress. Interpersonal tensions can create a hostile work environment.

Addressing workplace stress requires both structural and individual efforts. Prioritizing tasks by urgency and importance can help manage workloads effectively. Setting realistic deadlines ensures that tasks are achievable, preventing unnecessary pressure. Establishing a healthy work-life balance by allocating time for personal activities and relaxation is crucial to prevent burnout. Open communication with management about workload and stressors can lead to collaborative solutions.

Understanding these dynamics is essential for aspiring lawyers. By tuning into this podcast, you will gain insights into the systemic issues contributing to workplace stress and explore strategies to maintain a healthy work-life balance. After all, a sound mind is the best briefcase you can carry into your legal career.

Stay balanced!

If interested, you may,

[Click here to find the Podcast](#)

This Podcast is recommended by,

**Dr. Apurva Thakur
Assistant Professor, PGCL**

THE BLACK & THE WHITE



A legal chessboard of diverse opinions, which shade of justice are you going to checkmate?

Contract v. Employment The Legal Ambiguity of Gig Workers in India

India's gig economy is a paradox. Platforms like Zomato, Swiggy, Uber, and Ola have contributed to the meteoric rise of freelance and on-demand work, promising flexible working hours, and also describing their gig workers as "partners", or "independent contractors". These platforms exert significant control over the gig workers including assignments, pay structures, penalties. The legal status of gig workers is extremely unclear, depriving them of fundamental safeguards like fair wages, social safety nets, and collective bargaining privileges. One reason is that Indian labour laws were never crafted with gig work in mind, leaving workers in a legal gray area.

India's framework of labour law was written long before platform-based work was imaginable. Gig workers therefore fall through the cracks because they don't meet the rigid definitions of "employee" or "contract labour". This loophole that benefits platforms at the cost of worker security.

The Social Security Code, 2020, was celebrated as a significant development for gig workers, as it recognized them for the first time in Indian law. Nevertheless, it is largely ineffective due to the fact that it does not require employer contributions, which means that social security benefits are contingent upon government schemes rather than platform obligations. Additionally, there is a lack of clarity regarding enforcement, as platforms are able to disregard worker welfare in the absence of a regulatory body. The Code also lacks minimum wage protections, which ensures that gig workers continue to be underpaid and overworked. This "recognition" without substantive rights does little to change the exploitative nature of gig work.

Recent cases, such as the two-day strike by Swiggy gig workers protesting a new income policy, highlight the lack of meaningful legal intervention. Indian courts must address the employment status of gig workers to prevent platforms from exploiting legal ambiguities. The current gig economy model, which prioritizes platform profits while leaving workers in constant precarity, is unsustainable and urgently requires reform. The Indian judiciary has not taken a strong stance for gig workers. It could do well from relying on the UK Supreme Court ruling in Uber v. Aslam (2021), which recognized Uber drivers as "employees"/ "workers" with rights to minimum wages and social security.



In the United Kingdom, the concept of "dependent contractors" gained prominence following the 2017 Taylor Review, which recommended clearer distinctions between self-employed individuals and those who, while not fully employed, depend on a single employer for their income. This intermediate status aims to grant such workers certain rights without classifying them as full employees. Similarly, Canadian law recognizes "dependent contractors" as individuals who operate independently but primarily work for one organization, entitling them to reasonable notice upon termination due to their economic dependence. India must also look to expand the definition of a worker and extend appropriate protections.

DISCLAIMER: The opinions expressed in this article are solely those of the author(s) and do not reflect the views of the newsletter. The content is intended for academic purposes and does not aim to hurt, target, or offend any individual or group. Readers are encouraged to engage respectfully, and personal attacks or harassment will not be tolerated.

THE BLACK & THE WHITE



A legal chessboard of diverse opinions, which shade of justice are you going to checkmate?

A mandated welfare fund, accidental insurance, and health cover are essential areas of reform to provide gig workers with basic social security. Allowing gig workers to unionize and negotiate prices will strengthen collective bargaining rights, ensuring a more equitable work environment. Fair wages can be ensured through statutory minimum wage protections, preventing platforms from arbitrarily reducing earnings. Additionally, implementing transparent payment structures and regular wage assessments can help maintain fair compensation in line with inflation and industry standards, ultimately reducing worker exploitation and fostering economic stability.

There is no doubt that the gig economy brings opportunities and challenges. While it offers flexibility and income for millions, the lack of legal certainty on work status leads to real-world problems concerning job security, fair salaries and social protections.

The biggest challenge for regulators is to find the right balance between growth and protectionism. India must borrow from other models, like the dependent contractor model and create a legislative framework that is centred on equity and fairness. The Code on Social Security, 2020 is a step in right direction but it lacks robust enforcement provisions and clarity on employer obligations. With the rapid growth of the gig economy, India faces a crucial choice; either to proactively reform its regulatory framework or risk legal disputes and uncertainty.

**-Ms. Nirvi Mistry
Student, 3rd Year.**



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“The gig economy is empowerment. This new business paradigm empowers individuals to better shape their own destiny and leverage their existing assets to their benefit.”

-John McAfee

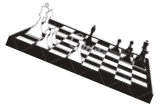
Minimum Stipend for Junior Lawyers

In compliance with the Delhi High Court's directive (W.P.(C) No.10159/2024), the BCI Bar Council of India (BCI) has issued new guidelines recommending a minimum stipend of Rs 20,000 in urban areas and Rs 15,000 in rural areas for junior advocates assisting senior advocates, law firms, and other advocates across India. This initiative aims to address the prevalent issue of inconsistency in remuneration received by junior advocates.

The proposed stipend regulation, is termed as “*financial support*,” portraying it as more like an aid rather than being rightful remuneration for the work done by the junior advocates. While this may appear to be a minor semantic issue, it reflects the deep-rooted practices regarding compensation in the legal profession.

The BCI's recommendation is presented as a step to solve the financial challenges faced by junior advocates by providing a financial cushion stipend. However, BCI's guidelines fall short of not making the payment of stipend mandatory. The order states that the guidelines have not been made mandatory in order to acknowledge the varied financial capacities among senior

THE BLACK & THE WHITE



A legal chessboard of diverse opinions, which shade of justice are you going to checkmate?

advocates and law firms. This flexibility recognizes that while some practitioners and firms, especially in metropolitan areas, may have the means to offer substantial stipends, others in smaller towns or less lucrative legal fields might struggle to meet these recommendations. While the non-mandatory nature of these guidelines respects the varied economic realities within the legal community, it also raises concerns about the uniformity of their implementation. Without a binding mandate, there's a risk the guidelines shall not be adhered to. The lack of enforceability raises concerns about whether this initiative will have a tangible impact.

Without a regulatory mechanism to ensure compliance, senior advocates who have historically traditionally not paid stipends may continue to do so, leaving many junior lawyers in the same precarious position as before. In today's day and age, financial security is a pressing concern, yet junior advocates continue to render their services in the absence of substantial regulations to protect their financial interests. To address the ambiguity surrounding stipend implementation and foster consensus on standardized stipends, a yearly structured audit system could be introduced. The primary purpose of the audit shall be to assess the feasibility and implementation of the Bar Council of India's (BCI) stipend proposal for junior advocates.

The audit will be conducted in three key phases: Data Collection, Compliance Assessment, and Impact Evaluation. The data collection shall help ensure that the institutions that cannot comply with the guidelines are provided the necessary relaxation while ensuring that the others who fulfill the criteria are held accountable for payment of the amount prescribed in the guidelines.

Compliance assessment shall help in maintaining transparency and accountability amongst the stakeholders. And the impact evaluation can aid in future amendments that may be required after assessing the impact of the guidelines. These phases will ensure that both qualitative and quantitative aspects of stipend payments are analyzed.

In conclusion, the BCI's stipend recommendation marks a positive step toward supporting junior advocates, but its non-mandatory nature limits its impact. Without proper enforcement, many junior advocates may remain financially vulnerable. Implementing a structured yearly audit system might promote accountability by ensuring that financially capable institutions adhere to the recommendations while accommodating those with genuine constraints. Overall, meaningful measures that uphold both the spirit and intent of these guidelines are essential to foster financial security and fairness for junior advocates across the legal profession.

"A fair wage is not a privilege; it's a right."

-Elizabeth Warren



-Ms. Shrishti Shastry
Student, 3rd Year

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THE WIG & THE WIT



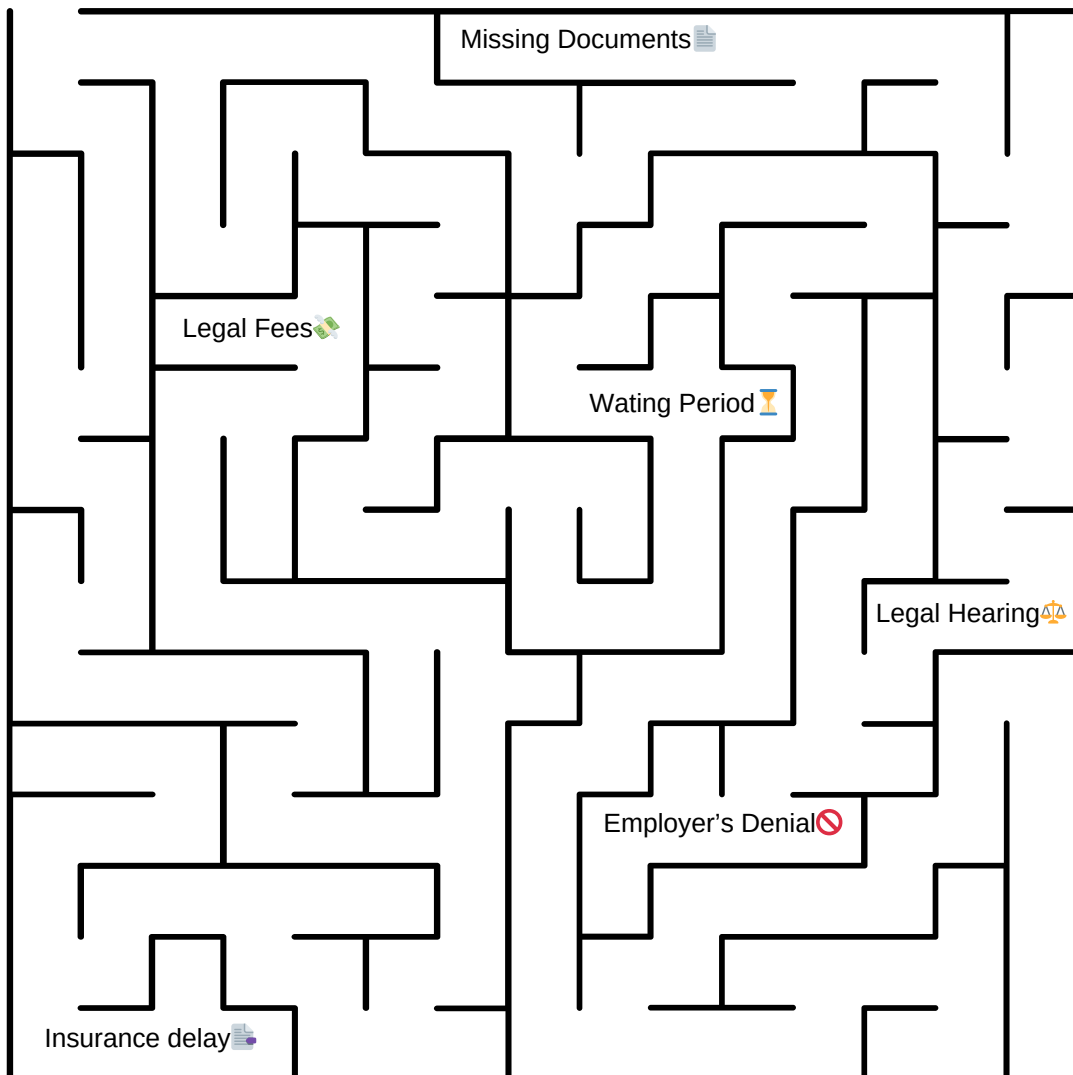
Simple and fun puzzles to judge your wit!

The Workman's Trial: A Maze of Struggles & Compensation



Harish, a factory worker, was injured while operating heavy machinery at his workplace. The machine malfunctioned, causing severe Leg injuries that required surgery and left him unable to work for three months.

CAN YOU GUIDE HARISH TO GET COMPENSATION?



This is designed by Ms. Shruti Mistry
Student, 4th Year

**Tune in Next Month for the
Answer Reveal!**



THE CAUSELIST



The Newsletter's schedule for all things high and happening at the Pravin Gandhi College of Law.

INTERNATIONAL EMPLOYEE LEGAL AWARENESS DAY – FEBRUARY 13TH

ANTICIPATED EVENTS IN MARCH!

Kindly note that the following events/dates are tentative and subject to change - so keep a lookout!



Self-Defense Workshop - Celebrating Women's Day
11th March 2025



Film Screening - Celebrating Women's Day
To be determined.



JAZBAA - PGCL's Sport Fest
5th to 9th March 2025



Legal Colloquium
8th March 2025



Consumer Week
9th to 15th March 2025



PGCL's Annual Day
19th March



Uh Oh! It's that time of the month again...

INTERNALS!!!!



Did Someone Say 'LAWYERSCOPE'?

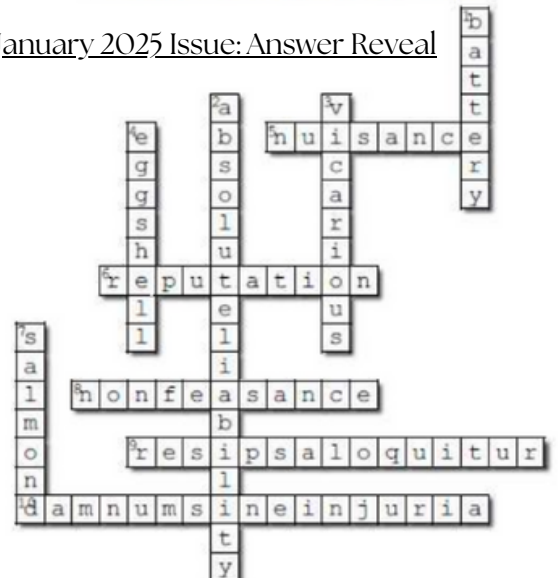
Aquarius (Jan 20 - Feb 18)

You're a visionary, but your tendency to challenge tradition might backfire today. Arguing that the Constitution should be rewritten over lunch may not make you popular.

Pisces (Feb 19 - March 20)

Your empathy makes you a fantastic advocate, but today, try not to take pro bono cases for your friends' petty disputes. No, you don't need to draft a contract for someone borrowing a pen!

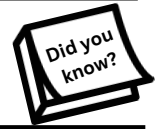
January 2025 Issue: Answer Reveal



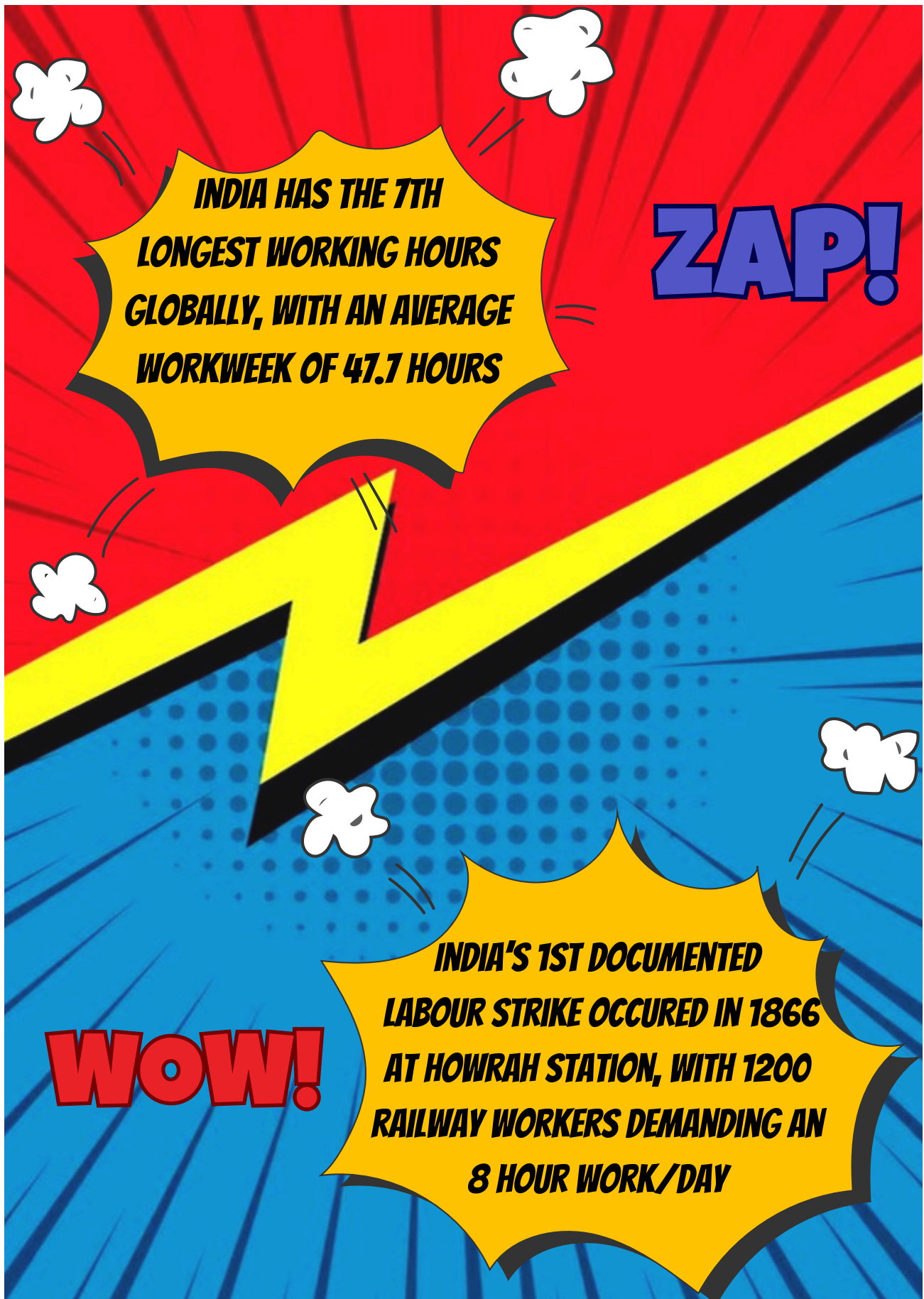
MARCH 2025

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THE POST-ITS



Sticky Notes to tack up some fun legal facts.





Until Next Time...

As we close this issue of 'The Briefcase', we want to thank you for flipping through these pages and joining us on this exciting journey. We hope this edition added a spark of curiosity, a pinch of knowledge, and maybe even a smile to your day.

But don't worry, this is just another chapter. Next month, we'll be back with more legal insights, fresh opinions, exciting games, and surprises to keep you coming back for more. We're just getting started, and there's so much more we can't wait to share with you!

So, until we meet again, stay curious, stay inspired, and keep questioning the world around you. Remember, *The Briefcase* is always here to pack your mind with the essentials. See you in next month's issue—trust us, you won't want to miss it!

With gratitude,
The Editorial Board

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to you by: -

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Share your thoughts, ideas, or
suggestions to help us make this
newsletter even better. Tell us
what you loved or what you'd like
to see in our next edition!

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