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# **CHALLENGES FACED BY LABOR AND THE ROLE OF INTERNATIONAL LAW: IMPACT OF TECHNOLOGIZATION.**

AUTHORED BY - PIYUSH BHARTI,  
ILA GARG & PRACHI KUMARI

## **Abstract:**

*Labourers have always been considered a vulnerable group. After industrialisation, in the present time, due to technologisation, which includes intelligentisation, energy transition, and digitalisation, new challenges for the protection of the rights of labourers are emerging. This article covers the novel challenges that emerged due to technologisation at the global level, especially for digital labourers, gig workers, and victims of labourers due to the shift in energy sources from fossil fuels to renewable sources.*

*The rapid growth of technology has changed the skill requirements for employment. The employment pattern has also been transformed from formal and organised to informal and unorganised. The demand for gig workers has increased significantly. Intelligentization has replaced human resources with artificial intelligence (AI) and robots. It has been used in several types of employment, management, grievance redressal, etc. This has not only given rise to unemployment problems but also the issues of morality, accountability, legality, and recognition. This paper highlights the need for legal protection and recognition of the rights of unskilled and gig workers. We will examine the laws and recommendations of international agencies such as the ILO and WTO. This study also explores initiatives taken by countries such as the USA, Italy, and India to address workers' issues. It will discuss legal developments at the global level and international legal developments regarding the same.*

*The paper will refer to various reports and news articles to analyse the challenges labourers face globally and what the existing international laws are to mitigate the evil consequences.*

**Keywords: Challenges' of Labor; Technologization; Gig Workers; Labor Market Outcome; Energy Transition;**

## 1. Introduction:

After the onset of Jio and demonetisation, the rapid emergence of COVID-19 profoundly enhanced the pace of digitalisation. The aftermath had pernicious effects on the economy, and its impact extended beyond social life to affect the functioning of legal areas. Concurrently with the digitalisation process, there is a simultaneous development in artificial intelligence and energy transition. These all transform the mode and nature of doing work and business. The emergence of unorganised and informal working has given rise to challenges to the rights and liabilities of workers and employers. The USA and Italy have taken steps to broaden their legal scope and definitions to include these workers under the purview of the workers' welfare scheme. Recently, the Rajasthan Government passed the first bill for platform gig workers' registration, welfare and taxation in India<sup>1</sup>. The transition of energy from fossil fuels to renewable energy is good for the environment and resource utilisation. But what has been done to protect the rights of laborers (especially unskilled unorganised) and unemployment? The requirement of skills and potential has been changed due to energy transitions.

Parallel to digitalisation, the intelligentization is also going on. Human beings are replaced with Artificial intelligence. This has given rise to unemployment and challenges to morality, rights, liabilities, legal recognition, and regulations. Are present laws of the world adequate to resolve these issues? What are the futuristic challenges?

We will do comparative studies of the municipal laws of different countries and international law. It will refer to the various reports, news, and articles to highlight the current problems, status, and challenges. What are the recommendations of ILO, WTO, and other international agencies? What are the treaties, conventions, agreements, etc., signed globally? What is the status of those treaties, conventions and agreements? The article will ponder the challenges and plights of workers, especially unskilled and gig workers, due to non-implementation, non-regulation and non-recognition of their status, rights, and social scheme.

## 2. Digitalization and Labor Market:

Digital developments are fundamentally altering the world of work and employment relationships. Implementing lockdowns in response to the COVID-19 outbreak expedited these changes, causing additional labour, consumption, and service supply shifts. The ILO Centenary Declaration, labour

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<sup>1</sup> Sobhana K Nair, 'Gig Workers' Bill Races to Beat Election Season in Rajasthan' *The Hindu* (7 October 2023) <<https://www.thehindu.com/news/national/rajasthan-gig-workers-bill-races-against-time-with-impending-poll-date-announcement/article67393035.ece>> accessed 7 January 2024.

unions, and government officials evaluated the discovered patterns and changes in 2019. The taxonomy exposes the deficiencies in the existing governance frameworks about digitalisation. Furthermore, it can contribute to establishing an extensive structure for regulating the digital economy that aligns with International Labour Standards, reduces societal risks, and maximizes the enduring benefits of digital technologies.

### **2.1: Digital Labor:**

As legislators, authorities, and corporations adopt the gig economy and digital employment to promote economic growth, it is essential to comprehend how this trend might affect workers' financial stability. Based on an extensive study conducted over several years, the primary concerns identified for tech workers in Sub-Saharan Africa and Southeast Asia<sup>2</sup> are their ability to negotiate effectively, their inclusion in the economy, the presence of intermediaries in value chains, and opportunities for advancement.

While many workers derive significant and concrete advantages, several hazards and expenses also disproportionately impact digital workers' financial security. To elaborate on these concerns, the four main tactics encompass certification plans, the organisation of digital workers, regulatory approaches, and democratic monitoring of virtual employment platforms. These techniques may be employed to improve the conditions and livelihoods of digital workers.

The emergence of digital work has occurred at the intersection of two concurrent processes. Underemployment and unemployment are significant socio-economic problems that are causes of worry for lawmakers. According to the International Labor Organisation, an estimated 213 million individuals will enter the work market between 2014 and 2019<sup>3</sup>. Furthermore, a significant portion of the global landscape is becoming more prominently defined by swiftly evolving interconnectivity. In just a decade, global Internet connectivity has increased from less than 15 per cent to 40 per cent, encompassing a significant portion of the world's population.<sup>4</sup> The global population of individuals with internet connectivity has surpassed three billion. In addition, a decade ago, the percentage of individuals in low-income nations who had access to connectivity

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<sup>2</sup> 'World Employment and Social Outlook 2015: The Changing Nature of Jobs' (2015) Report <[http://www.ilo.org/global/research/global-reports/weso/2015-changing-nature-of-jobs/WCMS\\_368626/lang--en/index.htm](http://www.ilo.org/global/research/global-reports/weso/2015-changing-nature-of-jobs/WCMS_368626/lang-en/index.htm)> accessed 7 January 2024.

<sup>3</sup> *ibid.*

<sup>4</sup> 'Press Release: ITU Releases 2016 ICT Figures ...' (ITU) <<https://www.itu.int:443/en/mediacentre/Pages/2016-PR30.aspx>> accessed 7 January 2024.

was below 8%. Currently, the percentage exceeds one-third.<sup>5</sup>

## 2.2: Governance and Workers Rights:

The governance of digitalisation is currently concentrated at the national and international levels. At the same time, there are initiatives to establish a worldwide unified framework by the OECD, the G20, and other UN organisations<sup>6</sup>. The OECD has created a paper, per the G20's request, that outlines the difficulties in identifying, assessing, and managing the processes related to digitalisation<sup>7</sup>.

In the United States, businesses misclassify workers as independent contractors, depriving them of fundamental rights.<sup>8</sup> These liberties encompass several protections, including wages and hours safeguards, anti-discrimination measures, injury compensation, unemployment assistance, and the ability to organise, among other advantages.<sup>9</sup>

Many businesses that utilise digital technologies frequently assert that their employees profit from this misclassification, purportedly favouring the freedom it offers. However, only some employees have significant control or guidance over their jobs. These workers discovered that they predominantly experience unfavorable working circumstances and receive inadequate compensation<sup>10</sup>.

In 2019, the International Labour Organisation (ILO), the United Nations' governing body for establishing labour standards, approved a tripartite declaration on the future of Work.<sup>11</sup> The Declaration, which authorities, labourers, and employers supported, emphasised the need to create a just and inclusive future of work with productive and voluntary employment and satisfactory work conditions for everyone, including digital workers<sup>12</sup>. Companies utilising digital tools utilise the WTO to negotiate new electronic commerce agreements<sup>13</sup>. These accords can significantly

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<sup>5</sup> *ibid.*

<sup>6</sup> 'Statement by the OECD/G20 Inclusive Framework on BEPS on the Two-Pillar Approach to Address the Tax Challenges Arising from the Digitalisation of the Economy - OECD' <<https://www.oecd.org/tax/beps/statement-by-the-oecd-g20-inclusive-framework-on-beps.htm>> accessed 7 January 2024.

<sup>7</sup> *ibid.*

<sup>8</sup> 'Misclassification, the ABC Test, and Employee Status: The California Experience and Its Relevance to Current Policy Debates' (*Economic Policy Institute*) <<https://www.epi.org/publication/misclassification-the-abc-test-and-employee-status-the-california-experience-and-its-relevance-to-current-policy-debates/>> accessed 7 January 2024.

<sup>9</sup> *ibid.*

<sup>10</sup> *ibid.*

<sup>11</sup> 'ILO Centenary Declaration for the Future of Work, 2019' <<https://www.ilo.org/global/about-the-ilo/mission-and-objectives/centenary-declaration/lang--en/index.htm>> accessed 7 January 2024.

<sup>12</sup> *ibid.*

<sup>13</sup> *ibid.*

influence digital work regulation in several nations.

There are no universally accepted and all-encompassing laws for the digital economy or digitalisation nor a universally agreed-upon method to quantify its scope. Examination of the impact of digitalisation can be based on the ILO Declaration on the Future of Work (2019), the ILO Decent Work Agenda (2017), and the ILO Fundamental Rights at Work (1998) paper. **In India, recently, the Rajasthan government was the first state to pass a bill to protect the rights of platform Gig Workers<sup>14</sup>.** The bill mandates the platform registration and empowers the government to impose a cess, which would be a percentage of every transaction on the platform. This cess is to finance a social welfare fund for the workers.

### 2.3: Intelligentization and International Law:

Artificial intelligence is developing alongside digitalisation. AI might replace digitalisation. Personification and obligations of intelligent creatures became important after 2017 when Saudi Arabia granted citizenship and a passport to Sophia, an artificially intelligent entity<sup>15</sup>. Sophia visited Kolkata, India, in 2020 while touring 65 nations. Power TV, a Kannada language news station in India, started the AI-based anchor named Soundarya<sup>17</sup>. In March 2023, India Today introduced Sana, the inaugural news anchor for its Hindi channel, Aaj Tak. Subsequently, local news station OTV presented Lisa<sup>18</sup>, the AI-based robotic news broadcaster.

In 2017, the European Parliament suggested electronic personhood to regulate AI development and use<sup>19</sup>. Modern advances in replacing humans with advanced artificial beings have brought questions of unemployment, ethics, legal accountability, part regulations, morality, logic, pragmatism, etc. During the 4th Industrial Revolution<sup>20</sup>, the World Economic Forum Centre held

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<sup>14</sup> Nair (n 1).

<sup>15</sup> Alistair Walsh Walsh, 'Saudi Arabia Grants Robot Citizenship – DW – 10/28/2017' (*dw.com*) <<https://www.dw.com/en/saudi-arabia-grants-citizenship-to-robot-sophia/a-41150856>> accessed 11 September 2023.

<sup>16</sup> The Hindu Bureau, 'Soundarya, Kannada's First AI News Anchor Debuts on Power TV' *The Hindu* (14 July 2023) <<https://www.thehindu.com/news/national/karnataka/soundarya-kannadas-first-ai-news-anchor-debuts-on-power-tv/article67079375.ece>> accessed 11 September 2023.

<sup>17</sup> *ibid*.

<sup>18</sup> 'Meet Lisa, India's First AI Bot That Reads News in English, Odia' (*FE Tech Bytes*, 10 July 2023) <<https://www.financialexpress.com/life/technology-meet-lisa-indias-first-ai-bot-that-reads-news-in-english-odia-3163360/>> accessed 11 September 2023.

<sup>19</sup> 'EU AI Act: First Regulation on Artificial Intelligence | News | European Parliament' (6 August 2023) <<https://www.europarl.europa.eu/news/en/headlines/society/20230601STO93804/eu-ai-act-first-regulation-on-artificial-intelligence>> accessed 14 September 2023.

<sup>20</sup> 'Global Push to Regulate AI, plus Other AI Stories This Month' (*World Economic Forum*, 2 May 2023) <<https://www.weforum.org/agenda/2023/05/top-story-plus-other-ai-stories-to-read-this-month/>> accessed 14 September 2023.

a three-day conference in San Francisco to address the technological, ethical, and societal impacts of generative AI systems.

Artificial intelligence regulation began with the EU Act<sup>21</sup>. According to Stanford University's 2023 AI Index, 37 AI-related laws were approved worldwide in 2022. China introduced the earliest and most important generative artificial intelligence rules, making it a leader.<sup>22</sup> Some governments struggle with this issue, while others regulate AI research and use. The EU's AI Act was the first genuine attempt to govern AI<sup>23</sup>. Given its autonomy, determining civil and criminal liability for AI-caused injury or losses is crucial.

India does not have AI law despite its worldwide technology leadership<sup>24</sup>. The Ministry of Commerce and Industry created an AI working force in 2018 to develop a regulatory framework and find relevant applications.<sup>25</sup> The 2019 task group research outlined the need.

### 3. Challenges of Gig Workers:

With the rapid change in technology and digitalisation, the nature of the labour market has also evolved. This evolution led to the introduction of platform-based or gig-based workers in the market. Gig employment refers to short-term contracts or freelance work agreements instead of traditional employer-employee agreements. The growth of the gig economy worldwide has also resulted in a noticeable increase in the gig economy in India.

#### 3.1 Challenges:

1. **Social Security Benefits-** Traditional jobs often offer many social security benefits like maternity breaks, pensions, and sickness benefits due to the regulatory legislation. Still, as gig workers fall out of conventional employment relations, gig workers are usually not afforded any social security benefits<sup>26</sup>. The contractual gig work is based on an ambiguous employment relationship, giving rise to uncertainty in social protection.

<sup>21</sup> 'EU AI Act: First Regulation on Artificial Intelligence | News | European Parliament' (n 19).

<sup>22</sup> Theara Coleman published, 'How Countries around the World Are Trying to Regulate Artificial Intelligence' (*theweek*, 4 July 2023) <<https://theweek.com/artificial-intelligence/1024605/ai-regulations-around-the-world>> accessed 14 September 2023.

<sup>23</sup> 'EU AI Act: First Regulation on Artificial Intelligence | News | European Parliament' (n 19).

<sup>24</sup> Amar Patnaik, 'AI Needs Responsible Regulation' (*BusinessLine*, 31 July 2023) <<https://www.thehindubusinessline.com/opinion/ai-needs-responsible-regulation/article67143172.ece>> accessed 14 September 2023.

<sup>25</sup> *ibid*.

<sup>26</sup> Aastha Behl and others, 'Barriers to Entry of Gig Workers in the Gig Platforms: Exploring the Dark Side of the Gig Economy' (2022) ahead-of-print *Aslib Journal of Information Management*.

2. **Uncertainty of Income:** The gig economy has a feature where the worker does not have any obligations towards one particular employer, and in the same way, the employer is also not beholden towards any worker. <sup>27</sup>This frees employers and employees to choose and work according to their choice. Still, alternatively, it also leads to many problems for the safety of workers since the labour market is monopsonistic. This sector has both enough praise as well as criticism. Due to the absence of a written contract, salary payment transactions for gig workers frequently experience delays and are typically below the minimum wage threshold..<sup>28</sup>
3. **Long Working Hours:** The gig economy is characterised by zero-hour contracts, which include the absence of defined minimum work hours, resulting in extended work hours and late-night deliveries. A bad feature of this is that the employees can be called for work at short notice as and when demand arises, and employees, in turn, have no obligation to accept the work. These zero-hour contracts threaten the quality of work, leading to long working hours and late-night deliveries. The gig economy platform directs the work according to the market
4. **Outdated regulatory framework:**  
India, which has led to a massive jump in the demand for gig workers. According to the Taskmo report for 2022,<sup>29</sup> the demand for gig workers increased tenfold. In contrast, the participation of gig workers has risen by three times in the year 2022 compared to the year 2021.  
The legislative framework needs more security for gig and platform workers. The government in other countries also lacks a law that maintains gig workers' social welfare and security.

### 3.2 International Laws and Treaties:

The Gig platform economy has grown exponentially. At the same time, this growth has benefitted both the consumers and the business areas, but it has also created a grey area in employment relations for gig workers.

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<sup>27</sup> *ibid.*

<sup>28</sup> '(PDF) The Role of Customers in the Gig Economy: How Perceptions of Working Conditions and Service Quality Influence the Use and Recommendation of Food Delivery Services' <[https://www.researchgate.net/publication/348591346\\_The\\_role\\_of\\_customers\\_in\\_the\\_gig\\_economy\\_how\\_perceptions\\_of\\_working\\_conditions\\_and\\_service\\_quality\\_influence\\_the\\_use\\_and\\_recommendation\\_of\\_food\\_delivery\\_services](https://www.researchgate.net/publication/348591346_The_role_of_customers_in_the_gig_economy_how_perceptions_of_working_conditions_and_service_quality_influence_the_use_and_recommendation_of_food_delivery_services)> accessed 7 January 2024.

<sup>29</sup> 'Demand for Gig Workers Increased by 10 Times in 2022, Says Report' <[https://www.business-standard.com/article/companies/demand-for-gig-work-increases-10-times-in-2022-says-taskmo-report-123011300914\\_1.html](https://www.business-standard.com/article/companies/demand-for-gig-work-increases-10-times-in-2022-says-taskmo-report-123011300914_1.html)> accessed 7 January 2024.

The Council and the European Parliament have agreed on a proposed directive to improve working conditions for platform workers. The recent deal will help formal adoption procedures and help millions of gig workers access employment rights. This introduces two main improvements. One is the correct employment status of gig workers working for digital platforms and establishing the rules on using algorithm systems in the workplace.

Efforts should be made to adjust protective measures to align with the current state of labour markets. For example, we may establish a presumption of job status with a contract for personal service or other indicators. Alternatively, we could consider broader meanings of "control" and "employment" to reflect the changing nature of work management. For example, the ILO<sup>30</sup> has reported that legislators and courts have implemented alternative assessments in many countries based on the **economic reality** of the relationship. These assessments consider factors beyond the employer's control over the worker's activities and economic dependence on the employer.

The Department of Labour has clarified the employment definition under the Fair Labour Standards Act in the United States.<sup>31</sup> They have outlined specific criteria that should be considered when determining if a person should be considered an employee under the Act. This is important because it determines if the person is entitled to minimum wage and protection for working hours. The criteria are based on a "multi-factor 'economic realities' test". The elements that are typically taken into account are: (A) the extent to that the task being carried out is crucial for the employers business; (B) the employee's interest for monetary profit or loss centred upon their managerial capabilities; (C) the proportion of expenditures made by both the company and the worker; (D) whether the work necessitates particular expertise and leadership; (E) the length of the interaction; and (F) the degree of authority generated or kept by the employer. In Italy, however, the Supreme Court has determined in multiple instances that the legal criterion of "subordination," like the notion of control in common law<sup>32</sup>, is satisfied even when the employer does not consistently micro-manage the worker. This is the case when the nature of the work does not necessitate such micromanagement for the employers to keep complete control over the work or organisation. This phenomenon is not exclusive to civil law jurisdictions.

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<sup>30</sup> Valerio De Stefano, 'The Gig Economy and Labour Regulation: An International and Comparative Approach' (2018) 4 Law Journal of Social and Labor Relations 68.

<sup>31</sup> *ibid.*

<sup>32</sup> *ibid.*

#### 4. Impact of Energy Transition on Labor:

The transition from fossil fuels to renewable energy sources has an essential effect on labour markets, mainly through worldwide energy transfer. The significant revolution has extensive implications for labour markets worldwide since it reorganises employment structures, skill requirements, and the entire economy.

The energy transition impacts the regions that heavily rely on sectors dependent on fossil fuels. These regions must consider ways to minimise the adverse effects on the labour market. The primary focus of this debate is the impact of the recent decrease in manufacturing jobs on job markets in the USA and other affluent nations. Like the oil, gas, and coal sectors, manufacturing offers comparatively high salaries to individuals who still need a college education. The decline in manufacturing jobs over the past few decades has disproportionately affected traditional industrial districts. Following the influx of Chinese imports,<sup>33</sup> which led to the widespread shutdown of American manufacturing, many displaced workers had challenges securing alternative employment within different industries or relocating to other areas.<sup>34</sup> These indicators remained at a depressed level for several decades. Impacted areas saw a decrease in the formation of families, an increase in the number of children who were reared in poverty, and a rise in death rates due to drug and alcohol misuse.<sup>35</sup>

According to the National Bureau of Economic Research<sup>36</sup>, the potential impact of climate mitigation efforts on labour in carbon-intensive businesses, sometimes known as "dirty" industries, as the labour market in these sectors shrinks. By examining data from 130 million online work profiles, which represent almost 300 million job-to-job transfers.<sup>37</sup>

The rate of workers moving from dirty to green employment is increasing significantly. The number of accessible environmentally friendly occupations, including professions associated with electric vehicles (EV), is likewise growing, and these green careers provide comparable prospects for more extended work periods.

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<sup>33</sup> Gordon H Hanson, 'Local Labor Market Impacts of the Energy Transition: Prospects and Policies' (National Bureau of Economic Research, January 2023) <<https://www.nber.org/papers/w30871>> accessed 3 January 2024.

<sup>34</sup> *ibid.*

<sup>35</sup> *ibid.*

<sup>36</sup> Juliana Rosati, 'Study: Green Energy Transition May Leave Some Workers Behind' (*School of Social Policy & Practice*, 14 August 2023) <<https://sp2.upenn.edu/study-green-energy-transition-may-leave-some-workers-behind/>> accessed 6 January 2024.

<sup>37</sup> *ibid.*

The research reveals that older people who do not possess a college degree have a lower probability of transitioning into green occupations. **Most labourers who obtain green employment do not originate from polluting sectors; most are entering the workforce for the first time**<sup>38</sup>. Moreover, the considerable level of continuity observed in undesirable occupations in certain regions indicates that there could be constraints on the availability of alternative job opportunities that local labour markets provide to individuals being replaced by the fossil fuel sector.

#### 4.1: Recommendations and Regulations:

As per recommendation 5<sup>39</sup>, the primary objective of energy policy is to align with economic, industrial, labour, educational, and social initiatives. Recommendation 10<sup>40</sup> customize the employment and social protection policies to cater to the distinct requirements of individual regions and countries. Renewable energy has promising potential for utilising local resources due to the relatively simple transfer of technology and the high need for low- and medium-skilled workers in its many sectors. It is important to emphasize that policies should also promote a fair transition by addressing issues related to employment, developing skills, training, and social safety nets.

A job creation model was developed in the US that analyses employment creation in the US electricity industry from 2009 to 2030<sup>41</sup>. The model amalgamates data from 15 job studies encompassing renewable energy (RE), energy efficiency (EE), Carbon Capture and Storage (CCS), and nuclear power.

Renewable energy, energy efficiency, and other low-carbon techniques provide more employment per unit of energy, coco ethanol and natural gas, which are non-renewable fossil fuel sources. Implementing ambitious energy efficiency measures alongside a 30% renewable portfolio standard (RPS) goal by 2030 can create over four million full-time-equivalent job-years by that year<sup>42</sup>. Furthermore, raising the share of nuclear power to 25% and carbon capture and storage (CCS) to 10% of the overall energy supply by 2030 might result in an additional 500,000 job-

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<sup>38</sup> *ibid.*

<sup>39</sup> 'Theme Report On Energy Transition, Towards The Achievement Of SDG 7 And Net-Zero Emissions' United Nations, <[https://www.un.org/sites/un2.un.org/files/2021-twg\\_2-062321.pdf](https://www.un.org/sites/un2.un.org/files/2021-twg_2-062321.pdf)> accessed 6 January 2024.

<sup>40</sup> *ibid.*

<sup>41</sup> Max Wei, Shana Patadia and Daniel M Kammen, 'Putting Renewables and Energy Efficiency to Work: How Many Jobs Can the Clean Energy Industry Generate in the US?' (2010) 38 Energy Policy 919.

<sup>42</sup> *ibid.*

years.<sup>43</sup>

The DG of IRENA, the IREA, and the ILO<sup>44</sup> have agreed to strengthen collaboration to advance jobs and quality jobs for both genders throughout an energy transition that ensures inclusivity. Both organisations currently engage in several working together endeavours, including the Sustainable Energies and Jobs Platform (SEJP) within IRENA's Coalition for Action, ILO's Fair Transition and Green Job Initiatives, which are guided by the ILO Tripartite Guidelines for a Just Transition Towards Environmentally Sustainable Economies and Societies for All, and IRENA's Collaboration Framework on Just and All-inclusive Energy Transition.

## 5. Conclusion and Suggestions:

In contemporary times, the way and nature of work have been transposed due to rapid digitalisation and technologisation, including intelligentisation and energy transition. Most formal and organised works have been transformed into unorganised, informal, and contractual. These have all given rise to several challenges of workers' rights, liabilities, unemployment (especially to unskilled and illiterate workers), and regulations.

Due to a lack of legislation, regulations, and modus operandi, the plight of workers, especially gig and unskilled workers, has been enhanced manifold. International labour laws and agencies are still ignorant about these. No significant action has been taken. Only a few countries have taken steps to curb these issues at the global level.

The USA and Italy have broadened their legal scope and definition to cover these workers under the purview of their worker welfare legislation. There is a need for a strict model law with strict implementation and regulation for the rights and liabilities of these workers. International bodies and countries should take necessary measures to control the evil consequences of this.

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<sup>43</sup> *ibid.*

<sup>44</sup> 'IRENA and ILO Work Together for a Just and Inclusive Transition to a Sustainable Energy Future' (18 October 2021) <[http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_823281/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_823281/lang--en/index.htm)> accessed 6 January 2024.