

REPLY TO UNIVERSITY'S OFFER OF ALTERNATE EMPLOYMENT

On 27.06.2020, NLU-Delhi offered to make arrangements for employment of the remaining Housekeeping Staff outside the University after consulting certain service providers.

Despite having direct access to the workers, the University administration made this communication to the faculty, student body and [media portals](#). More than helping the workers, the offer is geared towards publicising the University's 'magnanimity'. Further, the university has been repeating the same hollow offer over and over again, and never answered the concerns raised by the workers in response to that offer. Not only this, after hearing the concerns of the workers and illegalities in the present contract, the same offer was also rejected by the Hon'ble Minister of Labour, Mr. Gopal Rai. Notwithstanding the sheer repetitiveness of the present offer, the concerned workers were conveyed the present offer. **PFA the response of the workers (video and statement in Hindi)**

Firstly, we must refresh the memory of everyone concerned. A similar offer was made to the workers and promptly rejected by them in clear terms. The reason was apparent fear of victimisation by RMG (under whom such alternate employment was offered) and uncertainty of such employment. The present offer suffers from the same vagueness and lack of any accountability towards the well-being of the workers.

Secondly, this rather abrupt and delayed offer is an attempt to side-line the illegality of RMG's exploitative contract and the related concerns of the workers. The directions dated 17.06.2020 were issued after due consideration of the relevant documents and arguments from the University's representatives, and as such determined that the contract with RMG is illegal. The present offer is made, maintaining **absolute silence on illegality of RMG's contract- almost as a way of pushing the glaring illegality into oblivion** (which is the cause of suffering of the workers).

Thirdly, this is not the first time the University has been made aware of the hardships of the workers. The students have written innumerable emails on the same to the administration. The only time that the University chooses to see their hardships is when there is an Order in their favour. On the 19th of June 2020, the workers approached the University to seek the implementation of the said directions and resolve the issue. The University refused to even have a word with the workers, and also **remained silent on the damning spectacle of illegal detention** of a student and a worker (both female) from the University gates. Not long ago, the NLUD Administration raised questions such as '*Where is the hardship?*' in their email and press release.

The University's humanitarian initiatives would be much better accomplished by expediting the implementation of the same order. Also, the University could utilise their present offer for the workers deployed under RMG, should they face similar hardships on account of this illegal contract. We hope they do not have to undergo any such struggle for no fault of theirs.

In light of the same, NLUD Workers-Students Solidarity, supportive of the unanimous response of the workers, turns down the offer of the Administration and urges them to exercise its powers to implement the Directions by the Labor Minister without causing any further delay, if the concerns and autonomy of

the workers were to be honoured. **We wish to reiterate that in the face of an unprecedented crisis, the workers have held their ground with utmost dignity and strength. The workers shall not trade respectful recognition of the hard-won outcome of their struggle for their rights, for hollow ‘charity’ from the University.**

We insist that the University administration channel their efforts towards expediting the implementation of the present directions of the Hon’ble Labour Minister. Kindly let us know what is the progress with respect to the implementation of the Directions dated 17.06.2020, and what is the stage of deliberations before the EC/GC members. Also, kindly make public the details of the representations made to the members of the Executive/Governing Council, and the Hon’ble Chancellor.

- *NLUD Workers-Students Solidarity*