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## REVIEWER'S REPORT

Manuscript No.: IJAR-56753

**Title: Challenges of Contractual Labour**

### Recommendation:

Accept as it is .....

**Accept after minor revision.....**

Accept after major revision .....

Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality		✓		
Clarity		✓		
Significance		✓		

Reviewer's ID: JPR-130

## Detailed Reviewer's Report

### 1. Overall Evaluation

The paper focuses on the challenges of contractual labour in an educational institution (TISS, Mumbai). The topic is very relevant, especially in the Indian context where contract labour is widely used across sectors. The study highlights important real-life issues faced by workers, such as low wages, job insecurity, and lack of benefits. The use of a qualitative case study approach with interviews gives depth to the study and helps in understanding the actual problems faced by workers. Overall, the paper is informative and meaningful, but it needs improvement in writing clarity, organization, and deeper analysis. With some revisions, it can make a strong contribution.

### 2. Strengths of the Paper

**a. Relevant and Important Topic** - The study addresses a socially important issue related to labour rights and welfare. It highlights problems in the implementation of labour laws in India.

**b. Real-Life Insights** - The study uses case studies and interviews, which provide real experiences of workers. Issues like heavy workload, low pay, and lack of benefits are clearly presented.

**c. Good Background Explanation** - The paper explains labour laws and their history in India clearly. It connects theory with practical issues.

**d. Clear Identification of Problems** - The study clearly identifies key challenges such as:

- Heavy workload
- Meagre wages

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- No overtime pay
- Lack of amenities
- Job insecurity

**e. Practical Recommendations** - Suggestions are given to improve worker conditions. Emphasis on implementing labour laws is useful.

### 3. Areas for Improvement

**a. Language and Clarity** - Some sentences are too long and difficult to understand. There are grammatical errors and repetition. The paper should be rewritten in simple and clear language.

#### **b. Methodology Explanation**

The study mentions three cases and interviews, but:

- Sample size is very small.
- Justification for selecting cases is not strong.

More clarity is needed on how data was analyzed.

**c. Depth of Analysis** - Findings are mostly descriptive. The paper should include more critical analysis and interpretation. More comparison with previous studies would improve quality.

**d. Data Presentation** - The study lacks tables, charts, or visual representation. Findings could be better organized using headings or summaries.

**e. Structure and Flow** - Some sections are repetitive. The transition between sections can be improved.

**f. Referencing and Formatting** - References are present but:

- Formatting is inconsistent.
- Some citations are unclear.