

REVIEWER'S REPORT

Manuscript No.: IJAR-58324

Title: The Academic Precariat: Combating Wage Theft, Delayed Compensation, and Economic Violence Among Contractual Teaching Staff .

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- 002

Detailed Reviewer's Report

The manuscript addresses a highly relevant and socially significant issue concerning delayed remuneration and legal protection for contractual trainers, guest faculty, and vocational instructors in India's higher education and skill development ecosystem. The study offers a comprehensive legal analysis by integrating statutory provisions, judicial precedents, labour codes, and sector-specific regulatory frameworks to argue for a mandatory forty-day payment policy. The topic is original in its attempt to conceptualize delayed remuneration as a form of "economic violence" and to synthesize multiple legal instruments into a unified institutional policy framework. The manuscript demonstrates extensive legal research and provides valuable insights for policymakers, educational administrators, legal scholars, and contractual academic professionals. The proposed policy directives contribute meaningfully to ongoing discussions on labour rights, contractual employment, and institutional accountability.

The technical quality of the manuscript is good, with an extensive review of legislation including the Code on Wages, 2019, the Contract Labour (Regulation and Abolition) Act, the MSMED Act, and relevant judicial decisions. The inclusion of comparative tables summarizing statutory deadlines, state-wise labour regulations, judicial precedents, and policy recommendations enhances the analytical value of the paper. The discussion is logically structured, progressing from empirical case illustrations to statutory interpretation, judicial analysis, regulatory mechanisms, and policy formulation. However, the

International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

www.journalijar.com

REVIEWER'S REPORT

manuscript would benefit from greater methodological clarity regarding how legal sources and case laws were selected and analyzed. The empirical case examples are descriptive, and the study could be strengthened by incorporating a clearer doctrinal legal research methodology, discussing limitations, and distinguishing more explicitly between legal interpretation and policy advocacy. Some legal arguments would also benefit from additional critical evaluation rather than predominantly descriptive presentation.

The manuscript is generally well written, with a logical sequence of sections and a strong command of legal terminology. The arguments are coherent, and the transitions between statutory analysis, judicial interpretation, and policy recommendations are effective. Nevertheless, the manuscript contains several lengthy paragraphs with repetitive emphasis on delayed payment, constitutional violations, and institutional accountability, which may affect readability. Certain expressions are highly assertive and advocacy-oriented, making the tone appear more persuasive than analytical in some sections. A more balanced academic style, together with minor grammatical corrections, concise presentation, and careful editorial proofreading, would significantly improve clarity and scholarly presentation.

The significance of the study is excellent. The proposed forty-day payment mandate provides an innovative policy recommendation grounded in multiple statutory and judicial frameworks. The manuscript successfully bridges labour law, education policy, and employment governance while highlighting the practical implications of delayed remuneration for contractual academic professionals. Its recommendations have potential value for universities, regulatory authorities, vocational training institutions, government agencies, and policymakers seeking to strengthen compliance with labour regulations. The study also opens avenues for future interdisciplinary research on contractual employment, wage governance, higher education administration, and legal enforcement mechanisms in developing economies. With minor revisions focusing on methodological rigor, reduction of repetitive content, and refinement of academic writing, the manuscript would make a valuable contribution to legal and educational policy literature.