

# Unseen Workforce, Unfulfilled Laws: Regulatory Blind Spots and The Governance Vacuum in India's Informal Agricultural Economy

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**Abstract**—Most of the Indian agriculture industry has hidden but still very important informal labourers, who have neither regulation nor proper enforcement of the same. This paper critically examines the gaps within the governance structure, extending to tenant farmers, migrant workers, women farmers and seasonal wage labourers, the informal farming class, who are largely excluded from the formal system. Structural informality, lack of documentation and institutional accountability remain a challenge in the implementation of labour rights, social security and rural welfare systems in the agricultural sector in an uneven manner. The research concluded that this opacity of the workforce was related to a “systemic failure” in the governance system, related to poor governance of the policy-making process, overlapping governance positions and outdated definitions of legal frameworks.

It also examines the aggravation of vulnerabilities like wage-exploitation, absence of social security, gender disparities and limited access to grievance redressal processes. In the broader context of sustainable development and economic justice, this paper explores judgments, policies and on-the-ground experience to highlight the essential importance of a holistic legal framework that respects the rights of the stakeholder for informal agricultural workers.

The last part of the study is a list of numerous recommendations for change regarding the governance shortfall. They encompass well-coordinated welfare networks, decentralized approaches to welfare enforcement, digital inclusion to identify its users, and formal recognition processes. To ensure inclusive development in the evolving farm landscape of India, strengthen the resilience of rural households, and ensure dignity of the labour, it is crucial to address these blind spots.

Rural economy, gender inequality, migrant labour, sustainable development, informal agricultural employment, regulatory blind spots, governance vacuum, social security and labour rights.

## I. INTRODUCTION

### Contextualising Informality in India's Agricultural Economy

A significant and largely unregulated informal sector in India plays an important role in its agricultural economy and ability of the rural population to earn a living. This category of individuals (subsistence farmers, tenant cultivators, migrant workers, women working in agriculture, wage workers with no land) is not covered by the existing legal and institutional frameworks. Though agriculture remains an important source of employment for a large group of the population, the labour laws and policies aimed at improving the rights and welfare of workers are utterly out of tune with the informal nature of agriculture.

Protecting workers' rights, guaranteeing minimum salaries, and establishing social security have all been goals of the state's many legislative and policy initiatives throughout the years.

These frameworks struggle to filter through the agricultural domain due to missing administrative control, seasonalized manpower planning and non-existence of formal contract agreements and relations between employer and employee. As a result, there are high levels of undocumented agricultural employment that are not available for official data collection, are ineligible for agricultural support schemes, and lack appropriate legal redress.

This regulatory separation has created an environment of a governance void with poor oversight and accountability spreading. This ripple effect is widespread and can range from unsafe work environments and low wages to inequalities arising due to gender discrimination or the deprivation of basic rights. Women's position in the farming industry

is already shaky and female farmers' involvement is further undermined by social, economic and cultural hurdles which limit their visibility and agency.

It is not only morally but also legally necessary that India fill its gaps in view of its promises for equitable growth and sustainable development. The objectives of this paper are to (1) outline existing institutional and legal shortcomings, (2) look at the structural and institutional inadequacies, which are fostering this invisibility and (3) propose options forward for improvement. The research aims to move away from the gap of attention to one of acknowledgement, responsibility and fairness for the stories of informal agricultural labourers.

## II. CONCEPTUAL FOUNDATIONS: UNDERSTANDING INFORMALITY IN AGRICULTURE

The activities and labor practices that are not covered by official legal control, institutional supervision, and formally recorded labor in agricultural activities are called “informality” in agriculture. The informal sector of India's agriculture economy offers few legal protection or social security to the majority of rural household's livelihood. Lack of formal relationships between employers and employees as well as the absence of written contracts are also common features of this sector. Complication is a factor with the level of regulations and inconsistencies in agricultural employment as it is more often linked to traditional, seasonal and community activities instead of organised industries.

In other words, they often are employed on an episodic or seasonal schedule, without any rights to paid time off or pension plans.

All people who work, whether on an informal or unincorporated basis or if they are family members who work alongside the businessperson and do not take a pay from them, are classed as workers.

Due to a lack of official recognition and legal safeguards, informal agricultural labourers are very vulnerable economically.

It has no specific benefits but is essential for the rural economy in particular at times of harvesting.

Gender: Many women are involved in informal agriculture and those involved are working in less

remunerative and high-risk jobs like family unpaid work etc. in agriculture.

The informal agricultural sector also encompasses all types of farming operations such as the keeping of animals, fishing and agro-processing. There is no registration in official records on the labour market of the large number of people involved in these activities, for whom welfare measures, enforcement of labour rights and institutional responsibility do not apply. Access issues to land resources, migration, gender parity and socioeconomic stratification further exacerbate the problem. This provides a way of categorizing all the different kinds of workers. Tenant farmers tend to crops on other people's land in a less official capacity, often without official acknowledgement or protection of tenure. In the First Nations model, there is no official documentation or legal rights, crop-sharing is done instead, with the landowner and cultivator splitting the crop. Migrant workers, who move between regions in search of employment at any given time, are an integral part of the agricultural workforce but are not able to access local welfare provision due to their benefits' not being portable. Agricultural women, although so critical to the agricultural sector, are not recognized as "farmers", and at the same time are disadvantaged in various manners such as wage discrimination, non-payment of labour, limited access to resources etc.

In the absence of formal structures, the nature of agriculture takes a more informal vibe. Employment relations and wages are not written on contracts, wage negotiation is often done orally and there is no governmental oversight of working conditions. Poor record keeping makes it tough to respond to claims on a breach of contract, the failure to pay or provide adequate working conditions. Poor record keeping can make it challenging to take employer to task on claim of a breach of contract, failure to pay or provide adequate working environment. There are no insurance, pensions or maternity benefits, to name a few, to protect workers more economically.

Informality in agriculture is not just a structural factor, but more fundamentally an institutional condition which causes socio-economic instability and legal invisibility. To understand the gaps and challenges for governance that this article seeks to address, it is important to have a comprehensive understanding of this framework.

### III. CONCEPT OF REGULATORY BLIND SPOTS

A regulatory blind hole occurs where, due to flaws in the parts of the legal system, certain categories of employee are not adequately protected, or excluded. It's an informal place of work, the fuzzy boundaries that concern the employers and the employees, and the status of agriculture as a cyclical business all create a space for growing these blind spots. Numerous statutes on labour issues are geared towards industrial employment and have relatively few provisions relating to agriculture. Consequently, despite their key role in the economy, agricultural labourers are not effectively protected by the law.

#### Manifestations of Regulatory Blind Spots in Agriculture

There are a number of ways in which the agriculture industry displays regulatory blind spots. The first problem is if there is no written work contract, dispute resolution and enforcement of employment rights are tremendously difficult. Two, the small number of procedures for monitoring and enforcing compliance are inadequate, which causes many incidences of non-compliance of minimum wage legislation. Thirdly, some procedural constraints and general lack of awareness prevent farm labourers from participating in social security services. In addition, the lack of reliable informal labour statistics makes it difficult to achieve good policy-making. These gaps in employment make agriculture invisible and exploited for all the agricultural workers.

### IV. GOVERNANCE VACUUM: GAP BETWEEN LAW AND REALITY

The governance deficit is evident in the failure of implementation of social, and labour policies. The inefficiency of administration, inadequate monitoring devices and lack of inter-agency cooperation are among the factors that contribute to this problem. This problem is exacerbated by delays and corruption that prevent people from receiving benefits. Workers also have limited access to legal remedies due to a lack of knowledge on their rights.

This is not because of individual weaknesses within the laws in place; it is instead an indicator of systemic issues as they manifest on the governance level.

#### Socio-Economic Impact of Informality

##### • Persistent Poverty and Income Instability

Low and irregular income is what informal labourers in the unorganized sector have to deal with, hence their low level of living and lack of livelihood security. Workers can't afford to take care of themselves financially since they can't afford food, housing, and school. The farm labourers do not enjoy the same level of financial stability as workers employed in the formal sector and as a result are more vulnerable than them to economic shocks. This has a negative impact on the economy by perpetuating poverty through successive generations, known as intergenerational poverty.

#### Transient Worker Shortages and Movements

Since it involves all of the farming, most of them are able to work only during the planting and harvesting seasons. Many workers are without work at the off-season, or available for low paying work, so they migrate to cities in search of better prospects. But when people migrate for work, they frequently end themselves in more precarious situations in the cities where they work and live informally. This movement adds to the vulnerability of precarious informal agricultural employment.

##### • Debt Dependency and Economic Exploitation

For agricultural labourers, informal institutions such as landlords and moneylenders are available easily as a source of loans due to their unstable income and lack of stability in their financial situation. The interest rates on these loans can make them a cause of causing debt cycles for workers. Due to this dependence, in extreme cases, the bonded labour-like types of exploitation may emerge. This problem is made worse since there are no institutional lending facilities, therefore workers have few options for getting a stable income.

##### • Limited Access to Education and Human Capital Development

In addition to workers being at a disadvantaged position regarding their educational opportunities, family members of workers are also at a disadvantage. The children of farmers occasionally leave school because they want to join their parents in working on the farms and penalize themselves by not receiving education. Sometimes children of agricultural

labourers do not attend school because they are compelled to join their fathers in working on the farms and by thus neglect education, they limit themselves for their future. Human capital development is impeded and poverty and marginalisation are perpetuated by this lack of access to education. Thus, informal work not only affects the lives of people in the present but also opportunities for their social and economic development in the future.

- **Health Insecurity and Hazardous Working Conditions**

Leading risks, such as dangerous chemicals like pesticides as well as severe heat or cold, or physical exertion are prevalent among farmers. Although they know these risks, they are uninsured and receive inadequate medical care. They are thus vulnerable in the face of a convalescence or an accident and have already been experiencing a hard life if there is any financial burden to it. Harms in the workplace are not addressed to workers in the informal sector in agriculture, which suggests a systemic issue.

- **Gender-Based Inequalities and Feminisation of Poverty**

In spite of the fact that women constitute a substantial proportion of agricultural labour, a large part of the systems discriminating against women in terms of salary, recognition and working situation are continuing. Women are not included in decision making, and in many cases earn a lower income than men, despite performing the same or equivalent work. Plus, women have to concur with the paid job and unpaid domestic tasks. Gender and economic vulnerability can combine in the process that is known as “feminisation of poverty” and these 2 concepts have left women with a disproportionate socio-economic disadvantage.

#### **Social Exclusion and Marginalisation**

The majority of the farm labourers belongs to the oppressed section and other scheduled minorities. As a result of social persecution, there are a lack of resources, opportunities and legal protection for these groups.

Informality exacerbates the exclusion of workers from official institutional systems. Therefore, they continue to be economically and socially marginalised.

- **Absence of Social Security and Welfare Protection**  
The informal agricultural workers do not typically receive pensions, insurance and maternity benefits. It is at all times they are in a risky situation, particularly when they fall ill, grow old or have difficulty paying the bills. Existing government schemes are inadequate because of their limited scope and poor implementation in the agricultural sector which is mainly agricultural laborers.

- **Weak Bargaining Power and Labour Exploitation**  
As agriculture is an informal sector activity, agricultural workers have no legal rights to form unions and apply the laws of collective bargaining. A worker who does not have a union or governmental safeguards will have little bargaining power when it comes to wages or working conditions.

This lack of parity of power enables employers to enact conditions which results in unfair practices and exploitation of the workers. Official Grievance procedures are also lacking and reducing the opportunities for workers to gain access to remedies.

- **Food Insecurity and Nutritional Deprivation**  
Famously, many people in farming activities and helping to provide food for the nation also suffer from hunger. They lack for proper nutrition and MO health status because they can't afford to feed themselves properly as they have not regular income and low-income status.

It's clear when those who are working hard to grow food can't even afford to eat, this is a systemic inequality in the agricultural business.

- **Digital and Financial Exclusion**  
However, because of the low level of financial inclusion and digital literacy among farm wage earners, their ability to access welfare programmes remains a challenge as these get increasingly computerised.

Lacking access to financial services, internet connection or digital platforms, they are prohibited from realizing fully the benefits. As a result of the digital divide, they are far less likely to be able to access official support services.

## V. CONSTITUTIONAL VISION AND THE NEED FOR RIGHTS-BASED AGRICULTURAL GOVERNANCE

Marginalisation of informal agriculture and its resulting impacts on equality, dignity, and socioeconomic justice are exacerbated. Indian's Constitution doesn't explicitly empower the labour, agricultural labour rights, but it does include the basic rights and directives of the country which serve as foundations for labour welfare and social protection.

- Article 21 encompasses rights to a dignified life, a means of subsistence, health and safe working conditions in addition to the right to life and Article 14 guarantees equality before the law and equal protection of law. As important as these are, the exploitation of agricultural workers undermines them—particularly due to unfair wages, unsafe workplaces and the lack of social allowances.
- Articles 38-43, in addition with the articles 41-42, and 43, make it obligatory upon the state to ensure that social, economic and political justice is implemented, adequate living conditions is ensured, public aid is provided, and decent working conditions are advanced. These stipulations in the constitution represent the larger goal of a welfare state that is devoted to safeguarding marginalised groups.
- Even when these obligations, such as in the constitution, are not implemented as expected. Normative assurances are discordant with implementation of informal agricultural labour practices. Unorganized farm labour forces continue to lack access to legal protection, under the influence of administrative apathy, fragmented governances and structural informality.

### Judicial Approach and Case Laws

The court in several cases has recognized workers' rights. *Bandhua Mukti Morcha v Union of India* (1984) was the landmark case of the Supreme court which created a mandate for the state to protect the rights of the bonded labourer.

Equally significant, the Court held the importance of enforcing labour law and reasonable remunerations in *People's Union for Democratic Rights v. Union of India* (1982).

Apart from this, in *Daily Rated Casual Labour v. Union of India* (1988) the Supreme Court upheld the

rights of daily wage and casual workers by emphasizing on providing reasonable wages and working environment. Permanent employees and those employed on an as-needed basis both have legal rights, according to the Court. This case is important in an effort to widen the focus of workers' rights to encompass farm labourers and other informal/workers and the unorganised workers.

In spite of this, however, the impact on agricultural labourers remains indirect since these judgements of the law are not well enforced.

## VI. COMPARATIVE PERSPECTIVE: LESSONS FROM INTERNATIONAL LABOUR GOVERNANCE MODELS

India is not the only country that is facing issues with informal agriculture jobs. But similar issues around the informal workforce, social isolation of these groups and weak enforcement of welfare rights protections have bitten a number of new emerging countries that have a large agricultural population. Other countries' innovative institutional and legal practices however, may hold some lessons for the government of India on issues of labour governance.

1. For example, women who labour in agriculture without pay were able to get pension and social security benefits when Brazil established the Rural Social Insurance Programme. There were changes to the documentation requirements for workers—these became flexibly interpreted to include doing nontraditional worker-employer work. This led to a significant reduction in the extreme level of poverty and increase in rural social protection coverage among farming communities.
2. Likewise, the South African Basic Conditions of Employment Act was amended to incorporate pay determination mechanisms that were applicable to a particular sector to regulate agricultural labour. Labourers working in agriculture got their just desserts for their hard work when their aspirations were considered in the context of the legal minimum wage provision and a greater burden of pay. The focus emphasizes the importance of sectoral labour governance but at the same time a lack of enforcement continues.
3. In Thailand these agricultural cooperatives that are rooted in its communities have been critical to the

linkage between informal labourers and programmes where they receive welfare, health and financial inclusion benefits. These cooperatives can be also regarded as decentralised support networks as they act as a connection between employees and the government. This participatory form of governance can be particularly applicable to the rural areas of the country where the Panchayati Raj system have enabled local level management through the establishment of a Panchayat.

These comparative experiences can bring some important lessons to India. To start, legal contracts or property ownership shouldn't be the exclusive determinants of worker recognition. Second, migratory and seasonal labour conditions need to be taken into account in social protection programming. Thirdly, decentralised governance and community participation can enhance its implementation efficiency and accountability.

Informality is therefore not difficult to control, as may be demonstrated when looked upon from a comparative perspective. To successfully embed the farm labourers within the official protection and governance systems, political will, flexible approaches to welfare systems, and inclusive legal definitions are required.

## VII. CRITICAL ANALYSIS

There must be more systemic problems with India's administration and law if regulatory blind spots and governance vacuums continue. The barriers that rural and agricultural employment face are different, and it is these which labourers in urban areas are not entirely experienced.

The employment in the agriculture sector is informal in nature allowing Giving Business possibility to evade legal responsibility and demanding workers exploitation. The need of agricultural labourers is not addressed by Government and institutions is another factor that contributes towards agricultural labourers' marginalisation.

The lack of laws however is not the only offender and it is also the lack of systemic carelessness and/or a non-functioning government.

Major Structural Crises Emerging from India's Informal Agrarian Economy

### 1. Climate Change, Agrarian Distress, and the Intensification of Labour Vulnerability

The impact of climate change has been neglected despite its clear importance, as one of the major factors causing a worsening of the situation of informal agricultural labourers in India. However, the climatic extremes like cyclones, floods, droughts and rising temperatures have significantly impacted the agricultural production and consequently the economic wellbeing of the workers in the agriculture sector who are already precariously dealing with informal structures.

Climate change is not the same for each household of smallholders as it is for agribusinesses or landlords. Their livelihoods rely heavily on the agricultural season, which means that environmental instability can affect employment opportunities, income, and access to food for these communities. Crop failures often mean diminished labor needs, delayed payment of wages, and a rush to metropolitan areas where conditions are hazardous.

The growing amount of debt that small cultivators and tenant farmers have is exacerbated by the agricultural hardship caused by climate change. As farmers' incomes decline in the farming sector, their dependence on informal lending grows, possibly toward conditions that result in financial exploitation and dependency in the long-run. The vulnerability in the environment and the exploitation of workers' resources is intimately connected in India's agriculture as demonstrated here.

Climate governance in India is largely focused on climate change and environmental sustainability aspects of farming and production, with little attention to aspects of worker protection. Few policies that focus on the consequences of disasters, resilience in agriculture, and adaptation to climate change provide coverage to informally employed people. As a result, not even workers who suffer economic penalties are being called up to carry out the relief work.

### 2. Feminisation of Agricultural Labour and Invisible Gendered Exploitation

Since women are increasingly doing agricultural work, the role of woman workforce in the agriculture sector has undergone change, but such change has not been paralleled by legal status of women or the socioeconomic empowerment of women. The concept of feminisation of agriculture being used in order to

describe the feminisation of agricultural work (migration, agrarian distress, changing employment patterns of rural population etc.).

Women do mainly plant, bringing in transplants, weeding, harvesting and straining the crops after harvest and managing animals. Regardless of their contribution, they continue to be underutilised and included in the category “helper” or “family worker” rather than being considered as independent farmer or labourer. The fact that they are not visible in official records, makes them access private and official-invisible institutions with limited access to government assistance programs, land rights, insurance and institutional credit.

Today sexism in terms of wages is extremely widespread, even within the current context of informal agriculture. Structured inequities perpetuated by societal and cultural conventions lead to women being paid less than males for doing equivalent work. Moreover, there is less bargaining power for female as the case of male mediators/landlords is more evident. Another important issue is that rural governance systems do not include worker laws that are sensitive to gender. Women agricultural workers remain unprotected from harassment and lack safe working environment, healthcare and maternity benefits due to the informal nature of their work. Although women's participation in agriculture output is significant, they are not part of the local decision-making organisations in many places.

This is because women have demonstrated their productivity in agriculture and to achieve a pertinent transformation, recognition as independent workers who is due equal compensation, access to land, social security and access to institutional participation is crucial. For rural justice and sustainable agricultural development, it is thus crucial to achieve gender-inclusive labour governance.

### 3. The Crisis of Labour Representation and Collective Bargaining in Rural India

The one weakness of the structure of the informal sector in agriculture is the absence of workers' bargaining and effective workers' organization. Unlike those in organised industrial industries, agricultural workers have very little organised institutional platforms that they can leverage on to achieve

improved incomes, resist exploitation and insist on their rights being respected.

Agriculture has a few section-wide barriers to unionisation as jobs are spread out and seasonal. Labourers tend to be distributed across several villages, they work according to their needs and their labour is gained from the land owners or land contractors of the village. The economic dependence of workers renders them afraid of reprisal, loss of job or social exclusion and thus prevents them from asserting their rights together.

Already, there are harrowing problems with collective flows among migrant agricultural labour. They don't have any ties to local labour networks or welfare systems since they're always moving from one state or region to another in quest of seasonal job. Language barriers, lacking documents and fragile housing situations already curtail their capacities to organise collectively.

Lack of representation is one of the drivers of conditions of employment. Without an organised bargaining institution, there is little workers' leverage in wage setting, in their hours of work, or in occupational safety, or in resolving conflict. Consequently, unequal power relations between employers and workers will exist in rural areas, where employers might continue to impose conditions on work.

Collective bargaining is a powerful democratic mechanism which empowers disenfranchised workers, and provides them with greater bargaining power. Lack of institutional representation by agricultural laborers compels them to remain trapped in these exploitative and dependent systems which impinge on their social and constitutional rights.

## VIII. BRIDGING THE GAP: TOWARDS INCLUSIVE AND EFFECTIVE LABOUR

### GOVERNANCE(RECOMMENDATIONS)

#### 1. Expanding Legal Recognition of Agricultural Labourers

Status of agricultural labour has to be fully recognised in the labour legislation due to its informal nature. They might have decisive legislative definitions and inclusion of wage, working condition, social security rights. Acknowledgment is essential to incorporate them into the protection of the labour laws.

## 2. Strengthening Enforcement Mechanisms in Rural Areas

Poor enforcement of existing labour laws is a significant reason for their failure, particularly in less densely populated areas where there is less enforcement. Improvements in compliance can be facilitated through improved institutional procedures, including procedures for dealing with grievances and labour inspection. Enforcement of worker protection laws is a key requirement in achieving effective results.

## 3. Increasing Awareness about Labour Rights

One factor constraining farm labourers' protection is the gap between their know-how regarding the law and their right and entitlements. The capacity to demand equitable treatment for workers may be increased by community outreach projects, legal literacy campaigns, and awareness campaigns. People who possess knowledge can effectively counter the system of exploitation and when needed, can solve it.

## 4. Improving Implementation of Welfare Schemes

While there are a variety of social programmes, delays, corruption and limited societal access to these often means that their effectiveness is diminished. Enhancing administrative efficiency and ensuring transparency in administration may serve to augment their effectiveness. It is crucial to implement social protection and financial security for agricultural labourers.

## 5. Enhancing Accountability of Administrative Authorities

Absence of accountability of implementing authorities worsens governance lapses and inefficiencies. Assessment procedures, regular check-ins and responsibilities that are clearly defined can support improved performance. Effective policy execution and the distribution of benefits to those who should get them are both guaranteed by increased accountability.

## 6. Creation of a Dedicated Legal Framework for Agricultural Labour

An in depth and industry-specific legislative regime is badly needed that addresses the specific issues faced by farm laborers. Because of this, the need for disparate general, broadly drawn labour regulations that, at best, fail to enforce minimum wages, working

conditions or establish adequate social protection rights, should not be required.

## 7. Strengthening Data Collection and Labour Registration Systems

The availability of proper and updated information regarding the agricultural labourers is vital to take correct action in a policy. Digital databases and other strong labour registration procedures should be put in place by the government to identify and include workers in support programs. Greater openness, accountability, and benefit targeting might result from better data collecting.

## Digital Governance and Technological Inclusion in Rural Labour Administration

Informal agricultural labourers in India face possibilities and threats brought about by the fast digitisation of governmental processes. A valuable feature of digital platforms is the possibility to improve the openness of administration, the delivery of welfare and identification of the workers. In contrast, marginalised rural communities run the risk of becoming technologically isolated, thereby exacerbating pre-existing inequalities.

The Aadhaar-based welfare delivery system is one such type of digital identification system that has helped to cut down corruption in the requirements of subsidies and direct benefit transfer. Similarly, initiatives such as e-Shram are striving to gather data on all the unorganized workforce in India, even those involved in manual work on farms. If these were to be properly implemented, they could make better benefits available without any barriers, such as pensions, insurance, accident compensation and other benefits that are connected to work.

But inclusiveness and accessibility are the keys to digital governance's success. Many agricultural workers have problems such as illiteracy, intermittency of internet connectivity, lack of cell phones and general unfamiliarity with digital registration processes. The digital divide disproportionately impacts on women workers, older workers and migrant workers. Thus, technology systems with the potential to encourage inclusiveness can end up perpetuating rather than encouraging exclusion.

## IX. CONCLUSION

The gap bedevils us—between the law and its normative requirements on one hand and the actual lived experience of agricultural labourers—on the other hand they are the very backbone of Indian rural economy and virtually lawless. Simply changing the law is not sufficient to close this gap, it is also required on implementation and sustained institutional accountability. To achieve fair and sustainable development, one needs to recognise, protect and involve agricultural labourers. To give effect to social justice, it is important to extend legislations and policymaking processes to incorporate what is called the "unseen workforce".

Reforms to the law are necessary, but strong leadership and institutional accountability are also necessary, to close this gap. Inclusive growth and guaranteeing social justice demand recognition of and to the rights of the agricultural labourers.

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