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SUPREME COURT

Supreme Court Maps Out Clear Framework to Identify True Employer-Employee Ties Under Labour Laws

Sheikh Rayees • October 22, 2025

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In a ruling that sharpens the lens through which Indian courts view workplace hierarchies, the Supreme Court has laid down guiding principles for determining who truly qualifies as an “employee” under key labour legislations like the Industrial Disputes Act, 1947 and the Factories Act, 1948.



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