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## AN EVALUATION OF LABOR PROTECTION IN REDEVELOPMENT PROJECTS UNDER DCPR 2034 AND MAHARERA: WORKERS' RIGHTS IMPLICATION

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### ABSTRACT

This research paper discusses in detail the implementation of labor protections in redevelopment projects under the DCPR 2034 and MahaRERA. It examines the impact of these regulations on worker rights in Maharashtra and how they compare with labor protection policies in different countries all over the world like the United States of America, Singapore and the United Kingdom. This paper therefore identifies the challenges and shortcomings of such frameworks in the recognition and protection of the rights of workers involved in redevelopment projects and in so doing, aims to suggest pathways for reform to ensure that such projects are conducted in a manner that protects the rights and promotes the well-being of all involved.

**Keywords:** Labour Law, Maharashtra, Redevelopment, Worker's Rights

### INTRODUCTION

Redevelopment projects have a significant role to play in the development of Maharashtra, especially in urbanized localities like Mumbai where space constraint and aged infrastructure often require to be renewed. Regulatory Framework for Urban Growth Management and Legal Compliance: These projects are subject to regulatory frameworks that govern their execution in urban environments, ensuring that they adhere to legal requirements and urban growth management. Maharashtra has two critical rules that govern redevelopment namely, Development Control and Promotion Regulations 2034 (DCPR 2034) and Maharashtra Real Estate Regulatory Authority (MahaRERA). Though DCPR 2034 emphasises regulating development activities and slum rehabilitation and cluster redevelopment, MahaRERA's core focus lies in consumer protection, transparency and accountability in the real estate domain.

Neither of these frameworks, however, explicitly prioritizes labor protections, even though these are critical to guiding redevelopment efforts.

The DCPR 2034 was put forth in 2018 to set the rules for an indirectly determined intervention by altering redevelopment parametrics such as Floor Space Index (FSI) and land use policies, but it mainly changed the scale of the project and demand for workers. But it does not include detailed provisions guaranteeing fair wages, safe working conditions or job security for construction workers.

The same goes for MahaRERA, which was established under the Real Estate (Regulation and Development) Act, 2016,<sup>455</sup> to enforce legal compliance among real estate developers but does not regulate labour conditions directly. MahaRERA indirectly promotes better labor practices by making registration of the project and compliance with a gamut of legal standards a pre-requisite for a project. At the same time, enforcement gaps and the lack of dedicated worker protections within its mandate may leave laborers open to

<sup>455</sup> *Id* at 5

exploitation, unsafe working conditions and the peril of the job, he said.

Maharashtra redevelopment regulatory framework continues to evolve. Amendments made recently to the Maharashtra Housing and Area Development Authority (MHADA) Act, have streamlined the process of redevelopment. My number for the redevelopment of the society, reducing the consent threshold from 70% to 51%. Then new policies incentivise self redevelopment – that is, it empowers housing societies to skip traditional developers and directly manage their projects. And while such changes are designed to hasten the pace of redevelopment, little attention has been given to their potential impact on worker rights and labor protections.

This research critically analyses the existing loopholes in labour safeguards under DCPR 2034 and MahaRERA and how they impact worker rights in the redevelopment sector in Maharashtra. The second part of the study reviews labour rights legislation that has been developed in other countries (for e.g. US, UK and Singapore), and that could potentially improve labour protections in Maharashtra's redevelopment projects.

### HYPOTHESIS

So while DCPR 2034 and MahaRERA are layered with labor rights provisions, their restricted scope fails to protect workers in Maharashtra who will be involved in redevelopment projects. Some frameworks fail dramatically relative to the international best practices in many areas of enshrining fair wages, safe working conditions and steady enforcement of labor rights. In order to advance towards a more just and equitable redevelopment sector, these regulations must contain specific labor standards.

Supporting Hypotheses

1. Implicit Worker Protections and their Inconsistent Enforcement

Another problem with DCPR 2034 is that it does not explicitly mention labor

rights in terms of enforcement, which has the potential to create loopholes for non-enforcement of labor laws and unjust working conditions for construction workers on redevelopment projects.

2. MahaRERA's Consumer-Centric Approach: Does Not Protect Workers' Interest

While MahaRERA's objectives are primarily consumer-centric and directed at regulatory compliance, that level of oversight is not enough to address what labor laws apply to a specific redevelopment project and whether they are fully complied with. Adopting Global Best Practices Will Bolster Worker Protections

3. New Framework: Greener Buildings, Lower Costs, but Workers More at Risk

Labour law violations and poor working conditions are therefore more likely in India, where projects like slum rehabilitation and cluster development are being carried out along the lines of the DCPR 2034 than in countries with stringent labour protections.

By bridging these gaps and learning from international best practices, Maharashtra too can aspire to a framework of redevelopment that would not only facilitate urbanization but also preserve dignity and rights of its workers.

### RESEARCH QUESTIONS

1. To what extent do the Development Control and Promotion Regulations 2034 (DCPR 2034) and the Maharashtra Real Estate Regulatory Authority (MahaRERA) safeguard the rights and interests of the construction workers on redevelopment projects across the state of Maharashtra?
2. How does Maharashtra's redevelopment sector labor protection laws and enforcement fare with international in comparison to countries such as the U.S., U.K. and Singapore?

3. What changes can be made to DCPR-2034 and MahaRERA to ensure just wages, safe working conditions and effective enforcement of labour rights on Maharashtra's redevelopment projects?

#### OBJECTIVES OF THE STUDY

- Review of Labor Protections in DCPR 2034

This research will critically examine the Development Control and Promotion Regulations 2034 (DCPR 2034) to study if and how labor protections are being addressed in Maharashtra's redevelopment projects. The aim is to discover provisions in the regulatory text that will have direct or indirect consequences for workers' rights, job security, and workplace conditions.

- Assess MahaRERA's Role in Worker Protections

While MahaRERA is the most important regulator in the case of redevelopment projects, how effectively does it enforce labour law compliance? This research will analyze the mandate and enforcement mechanism of MahaRERA and its tangible impact on the rights and well-being of construction workers.

- Assessment of Maharashtra's Framework in Comparison to International Best Practice

In order to find areas for improvement, this research will examine the labor protections embodied in the Maharashtra labor law framework (DCPR 2034, MahaRERA) in comparison to those in the United States of America, Singapore and the United Kingdom. We will highlight best practices that can safeguard worker rights in Maharashtra's redevelopment sector.

- Spot places for agreement and what can be developed

Labor protections are not enacted in a vacuum: They are contextualized by regulations, developer practices, and

the demographics of the construction workforce. The present study aims to locate challenges and solutions for strengthening labor laws in Maharashtra's redevelopment sector.

- Then Propose Specific Reforms to Strengthen Protections for Workers

Drawing on these findings, this study will then provide clear, actionable recommendations for how to embed stronger labor standards in both DCPR 2034 and MahaRERA. Our objective is to establish a redevelopment process that is equitable and sustainable and will protect the welfare of workers by ensuring safe work sites, fair compensation, and civilized working conditions.

#### SIGNIFICANCE OF THE STUDY

- Bridging a Critical Gap

Though redevelopment projects are at the heart of Maharashtra's urban metamorphosis, the working conditions, pay and rights of the laborers employed by these projects often escape the lens of public scrutiny. This research highlights that significant gap in the conversation, making sure labor protections don't take the backseat in the household urban growth outperformings.

- CSR as a Tool for Influencing Policy and Industry

The results reported here have important implications for future policymaking and regulatory reform, moving labor protections more front and center to redevelopment projects. Its practical recommendations make it a timely resource for policymakers, regulatory authorities, and developers who are dedicated to fair and sustainable labor practices.

- Advocating for Worker Rights

At its simplest, this research is about making sure the people who build our cities are treated humanely and fairly. It

is part of a larger movement to ensure fair wages, safe working conditions, and legal protections for construction workers by calling for the need for stronger labor protections.

- Fostering sustainable and inclusive development

True sustainability transcends buildings and infrastructure, ensuring that people—those who live in the community today, and those who'll join them in the future—have the access and resources needed for a fulfilling life. This study demonstrates the need to weigh economic development with equitable development that can uplift the landscapes and cityscapes as well as the lives of those who build on them.

- Early Lessons from the Global Best Practices

The study studies the labor protection frameworks of Maharashtra against countries with advanced labor protection such as the United States, United Kingdom, Singapore observing what works, what does not work. These global lessons can help inform stronger labor policies at home.

- Enhances Transparency and Accountability

Accountability is key to a fair and just redevelopment process. Study Reference: This emphasizes the research-driven urgency for the transparency of labor practices urging for more robust monitoring and enforcement systems to uphold the implementation of labor laws from theoretical as well as practical perspective.

This research is ultimately about creating a redevelopment industry that is not only efficient and profitable, but also fair and humane – a sector in which progress does not need to come at the expense of worker well-being.

#### SCOPE OF THE STUDY

This study analyzes the degree to which labor protections or absence of them are enshrined in the regulatory frameworks provided in the Development Control and Promotion Regulations 2034 (DCPR 2034)<sup>456</sup> and the MahaRERA in the Indian state of Maharashtra for the context of redevelopment projects.

The study specifically addresses:

- Geographic Focus

This research largely studies the redevelopment phenomenon in the state of Maharashtra, with an emphasis on its urban agglomerations, specifically Mumbai, where commercial redevelopment interventions are densely clustered.

- Regulatory Frameworks

Thus, the study is focused on DCPR 2034 and MahaRERA, and how these regulations affect labor protections in redevelopment. Other labor laws might be relevant, but the core of the analysis would turn on just these two frameworks and how they affect workers directly.

- Redevelopment Projects in Different Categories

This report reviews different redevelopment projects which come under DCPR 2034 including slum rehabilitation schemes (SRS) and cluster developments which have an employment and labor component.

- Labor Protections

It discusses important issues about worker rights, such as safety standards, health regulations, fair wages, job security, and working conditions. It also considers how mechanisms of compliance and enforcement work to uphold these protections.

- International Comparison

To help provide a wider picture here, this study compares labor protection policies in Maharashtra with those at the

<sup>456</sup> *Id* at 1

level of the United States, United Kingdom and Singapore. It seeks to bring to the forefront potential road map of reforms which can engender the way of doing business in Maharashtra's redeveloping sector based on the analysis of international best practices.

With such a provision made, this study aims for a focused and clear understanding of labor protections as an entirely separate policy domain in Maharashtra's parallel worlds of redevelopment, gleaned surrounding lessons from how other countries practice labor in such scenarios.

### LIMITATIONS OF THE STUDY

Like any study, this research has some limitations that should be taken into account in interpreting its findings:

- Limited First-Hand Data
- This study is primarily based on document analysis, legal interpretation, and secondary literature. Although these sources shed light on the topic, the lack of extensive fieldwork—like on-the-ground observations or a large-scale survey of workers—may limit the amount of empirical evidence.
- Styling Reforms within International Practices
- Though the study contextualizes recommendations within labor protections in the United States of America, the United Kingdom, and Singapore, emulating these models directly in Maharashtra is not feasible. Such as, differences between the legal system and the economic and cultural realities might not be conducive or applicable to international best practices in the local environment.
- Gaps in Enforcement Data
- While clarifying how consistently labor laws are enforced in redevelopment cases is important, information on enforcement data is rarely cooked. Limited transparency and overlapping reporting

may hinder a full assessment of how well labor protections are implemented in practice.

- Limited Stakeholder Input
- It seeks input from key stakeholders, including, developers, construction workers and regulatory authorities. But the time and resources may ultimately limit a comprehensive representation of the spectrum of perspectives, especially of marginalized labor.
- Evolving Regulatory Framework
- There is a dynamic legal and policy environment pertaining to redevelopment in Maharashtra. The report used data up to October 2023 and anything that changed in regulations and legislative measures after the research was conducted might have some implications on the findings and recommendations in the report.
- Focus on the Formal Sector
- Although this study focuses on labor protections in the formal construction sector, the majority of workers on redevelopment projects work in the informal sector. The study may not fully proper bared collection and failure oversight of fact and practical" data points in fact points and the informal laborer who are may be the loosest and most" vulnerable when it comes to exploitation, the group notes.

These limitations notwithstanding, this study sheds some much-needed light on labor protections in Maharashtra's redevelopment sector and will be of interest to policymakers, industry stakeholders, and labor advocates alike.

### RESEARCH METHODOLOGY

The research methodology: a mixed-methods study. This study uses a mixed-methods approach, combining qualitative and quantitative research techniques to provide a comprehensive picture of labour protections in redevelopment under DCPR 2034 and

MahaRERA. The methodology involves the following critical stages:

Document Analysis i.e. legal and regulatory documentation as containing details to citizens' rights. The primary sources include:

DCPR 2034 – The Development Control and Promotion Regulations 2034 – Analyzing the provisions for labor welfare and compliance mechanisms and their influence on working conditions. The Real Estate (Regulation and Development) Act, 2016<sup>457</sup> & MahaRERA regulations – Impact on labor protection during redevelopment.

Explained: The Maharashtra Housing and Area Development Authority (MHADA) Act – How it impacts policies for redevelopment and the terms of employment.

The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996<sup>458</sup> – Assessing employee welfare, health concerns, and job safeguards.

REAPPRAISAL OF THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970: ISSUES RELATED TO REDEVELOPMENT PROJECTS AND ENFORCEMENT

This analysis of the legal and regulatory landscape maps the gaps in labor protections across current policies and highlights areas where reforms are needed. The study also analyzes the labor protection framework in the United Kingdom, United States, and Singapore to benefit from global best practices. Specific focus is given to:

United States Occupational Safety and Health Administration (OSHA) Transfer of Undertakings (Protection of Employment) Regulations (TUPE) – UK Workplace Safety and Health Act (WSHA) – Singapore

Reading this way, we should be able to identify strategies that could be adapted to strengthen labor protections in Maharashtra's

redevelopment sector. Qualitative Method Stakeholder Perspectives

The study is, however, mainly built on document analysis that is complemented with perspective of key stakeholder groups:

Construction workers – What are their experiences, struggles and knowledge of legal protections? Developers and contractors – A look at their adherence to labor laws and problems in implementation. Regulatory authorities (MahaRERA, MHADA and labor departments) – Evaluating enforcement mechanisms and policy gaps This analysis may also be supplemented by interviews, case studies, or reports released by labor organizations and advocacy groups.

Case Study Analysis

A few selected redevelopment projects in the state of Maharashtra are analyzed to validate the real-on-ground implications of the regulatory frameworks. These case studies demonstrate how labor protections are either enforced (or neglected) in the field, especially within the contexts of slum rehabilitation and cluster redevelopment schemes.

Policy Recommendations

Drawing on the study's findings, it presents policy recommendations for ensuring that both DCPR 2034, and MahaRERA, are strengthened to support the protection of the rights of workers and poor people consistent with global best practice and considering the socio-economic and legal specificities of Maharashtra.

The multi-pronged, interdisciplinary nature of this research allows for an evidence-based understanding of labor protections in Maharashtra's redevelopment projects, resulting in actionable policy insights and recommendations.

## BACKGROUND

Development Control and Promotion Regulations 2034 (DCPR 2034)<sup>459</sup>

<sup>457</sup> The Real Estate (Regulation and Development) Act, 2016

<sup>458</sup> The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

<sup>459</sup> *Id at 1*

The "Development control and Promotion Regulation - 2034" commonly known as DCPR 2034 is a bold vision document that provides direction for urban Mumbai with a framework and control regulation for the next 20 years. It wields power over various aspects of redevelopment – slum rehabilitation, cluster development and the like, primarily through control over Floor Space Index (FSI), building approvals and land-use planning. But DCPR 2034, with its voluminous provisions on real estate development and urban planning, does not directly address labor protections. That gap leaves corridor construction workers – who are vital to redevelopment job sites without specific protections under the regulation.

Maharashtra Real Estate Regulatory Authority (MahaRERA)

MahaRERA was constituted as per the Real Estate (Regulation and Development) Act, 2016 (RERA)[1] of the country. Its jurisdiction is limited to real estate in the state of Maharashtra and works towards injecting transparency and accountability and protecting consumers in the real estate sector in the state. The MahaRERA has directly impacted labour practices by mandating the developers to register professionally and taking them responsible for adherence to the law. But its remit focuses much more on consumer rights, project approvals and financial transparency – not hands-on oversight or enforcement of labor protections.

Comparison of Labor Protection in DCPR 2034 and MahaRERA

DCPR 2034 and Labor Protections

Labor provisions: DCPR 2034 is indirectly related to labor—by determining the scale, land use mix, and schedules of redevelopments—but is not a legally binding agreement that contains provisions to ensure worker rights, just working conditions including fair wages, or general safety.

Labour protections are weak and project-based, leading to uneven enforcement of

labour laws and leaving workers vulnerable to harassment, terrible working conditions and job insecurity.

Opportunities: The application of sound labor standards – such as the requirement of fair wages and safe working conditions – as prerequisites to the approval of a development project in the DCPR 2034 will ensure that various workers (e.g., those in construction, retail, etc.) have legal grounds upon which to challenge violations, i.e. those workers can seek enforcement directly from the government. MahaRERA and Labor Laws

What it means: MahaRERA has made it mandatory for developers to adhere to all existing legal structures, including labour laws. But it does not have an active role regulating or enforcing labor protections unless a complaint has been raised.

Challenges: MahaRERA mainly deals with consumer protection, and the authority neither supervises working conditions in the construction sector nor penalizes developers for labour law violations, which makes enforcement reactive rather than proactive.

This extends up to and includes right to personal safety as well. Theoretically, a consumer status is extended to a worker if the work no longer requires physical supervision of the worker and therefore, they need to be provided safety measures to ensure unhindered progress of the project. Opportunities: MahaRERA can play a role here by making labor compliance appropriate in a way that the rights of the consumer as well as the worker are protected.

#### WAY FORWARD

Though both DCPR 2034 and MahaRERA have critical roles to play in the redevelopment sector of Maharashtra, they currently do not have any emphasis on labor protections. This inclusion will enhance the quality of working conditions for laborers in the construction and redevelopment industry in South Korea as it

aims to include explicit labor standards along with enforcement and monitoring systems.

### CROSS-NATIONAL COMPARATIVE ANALYSIS

International labor protections best practices would enhance Maharashtra's redevelopment sector. Countries like the United States, the United Kingdom and Singapore have clear guidelines that prioritize worker safety, rights and job security in redevelopment efforts. Analyzing these models, there are important lessons for Maharashtra to enhance labor protection under DCPR 2034 and MahaRERA.

### OSHA Regulations<sup>460</sup> in the United States

The Occupational Safety and Health Administration (OSHA) has clear strict health and safety standards for workers in the United States, particularly construction and redevelopment.

#### Key Protections under OSHA:

Employers are responsible for implementing safety policies that include safety harnesses, fall protection systems, hazard communication, and PPE. Hazard Prevention: Workers are trained on the safety to be able to handle hazardous conditions, including understanding their rights and feasible protective measures. Frequent inspections: There are routine job-site inspections to check for compliance, and violators are slapped with hefty fines. Power to workers: In accordance with OSHA, employees can submit complaints or ask for an inspection without fear of retaliation, reinforcing the active protection of their rights.

#### Comparison with Maharashtra:

Testing construction workers for Covid, for instance, is not a direct safety requirement. DCPR 2034 does not emulate the strict and structured enforcement model of OSHA; in fact, it totally lacks direct safety requirements for developers. Maharashtra has no centralized monitoring system and clearly defined penalties for safety violations, which leaves

construction workers exposed to unsafe working conditions.

### UK: TUPE (Transfer of Undertaking (Protection of Employment) Regulations)<sup>461</sup>

In the UK, the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) is in place to protect job security and continuity of benefits when businesses or projects are sold or transferred to a new owner.

#### Key Protections under TUPE:

Job continuity: Employees keep their terms of employment (including pay, benefits, and seniority) when a project transitions to a new developer or contractor. Preventing disproportionate cost: A significant number of employers will not get rid of workers on the basis that the workers will undergo transitions to new businesses due to redevelopment projects, and so on—giving them assurances about their income. Clear communication: Workers are given advance notice if their employment terms are changing, so there won't be sudden job losses.

#### Comparison with Maharashtra:

Unlike TUPE, MahaRERA, however, does not expressly provide for continuity of employment in redevelopment projects. When developers or contractors change, construction workers frequently must deal with job uncertainty, sudden loss of work, and lack of benefits. Such a TUPE style framework can go a long way in ensuring job security for workers who are part of redeveloping projects that last for decades in Maharashtra.

### Singapore: Workplace Safety and Health Act<sup>462</sup> (WSHA)

Singapore's Workplace Safety and Health Act<sup>463</sup> (WSHA) focuses on the prevention of harm to workers and imposes the obligation to minimize risk on developers and contractors.

#### Key Protections under WSHA:

<sup>460</sup> Occupational Safety and Health Act of 1970, Pub. L. No. 91-596, 84 Stat. 1590 (1970)

<sup>461</sup> *Id at 2*

<sup>462</sup> Workplace Safety and Health Act (chapter 354A), 2006

<sup>463</sup> *Id at 12*

Imposing accountability on employers – Developers and contractors need to conduct risk assessments, provide comprehensive safety protocol and ongoing safety training to workers. Proactive safety measures: Rather than waiting and responding to incidents, WSHA implements proactive safety measures through site inspections, worker training initiatives, and immediate resolution of hazards. Severe penalties for violations: If a company does not abide by WSHA's standards, they could face heavy fines and even lawsuits, motivating compliance.

#### Comparison with Maharashtra:

In contrast, WSHA has an active enforcement policy regarding risk management, whereas DCPR 2034 lacks direct risk management requirements for workplace safety in a redevelopment plan. Maharashtra regulatory framework is premised on broad labor laws instead of real-time assessment and implementation of safety measures which leaves workers more vulnerable to accidents.

#### Key Takeaways for Maharashtra

The cross-sectional comparison of labor policies would enable Maharashtra to adapt good practices from the U.S., UK, and Singapore and establish an effective regulatory regime that robustly upholds the protection of labor rights, job security, and workplace safety. Possible reforms could include:

Implementing OSHA-style safety regulations boosted by mandatory inspections, worker baby-sitting and stiff penalties for violations of safety laws. Creating TUPE-style protections for workers to cover them if redevelopment projects change hands, so that workers do not see job roles cut or financial distress if project owners change hands. Article 12 – WSHA-style proactive risk assessments – Developers will need to prioritize safety before construction, rather than waiting until after an incident to take action. With the enactment of these protective provisions, Maharashtra can initiate the march towards a more equitable and

accommodating redevelopment industry that also meets the international standards by making DCPR 2034 and MahaRERA more robust.

#### Consequences for Workers Rights

Maharashtra has two interlinked regulatory frameworks that govern redevelopment: DCPR 2034 and MahaRERA, both of which have a significant impact on labor conditions. But neither of these laws explicitly prioritizes worker rights, resulting in gaps in protection, enforcement challenges and missed opportunities for reform. Bolstering these frameworks would do much to protect workers within California's redevelopment industry.

#### Gaps in the Legal Framework

Although DCPR 2034, as well as MahaRERA, operate as part of the larger legal framework, such as labor laws like the Building and Other Construction Workers Act, they are not inherently tied to labor protection in the context of redevelopment. As a result: Issues around worker safety, fair wages and job security are sidelined and not included as necessary components of redevelopment planning. Regulations do not directly hold developers accountable for labor rights, which results in piecemeal enforcement.

#### Challenges in Enforcement

These regulations do not contain clear, enforceable labour provisions, making them hard to enforce:

If compliance with labor law is not explicitly penalized or linked to project approvals, it is unlikely to be a priority for developers. Regulatory oversight is splintered – MahaRERA might see to it that real estate projects are transparent, but it does not actively monitor worker conditions unless it receives a complaint. Most workers are unaware of their protections or are too afraid to report violations, making effective enforcement less likely.

#### Opportunities to Strengthen Protections for Workers

Maharashtra could be bold in ensuring worker rights for enhancing labor protections in DCPR 2034 and MahaRERA: Making labor compliance a condition of receiving approvals of projects under DCPR 2034—mandating the submission of labor protection plans before clearance is given to developers. Integration of labor monitoring with MahaRERA's oversight of registered projects for compliance with labor laws through periodic inspections and compliance audits. Creating a redressal mechanism / complaints-flow by workers to MahaRERA so that laborers can complain about violations without fear of reprisal.

Principles Derived from the International Best Practice

Other countries, like the United States, United Kingdom and Singapore, already have more robust labor protections – and there are lessons to be learned:

From USA (OSHA) → Implement compulsory workplace health and safety standards and audits on redevelopment projects. Ensure continuity and protection of workers' rights when a project changes developers (TUPE Regulations) – from UK From Singapore (WSHA) → Move toward proactive risk management where developer had to take prevention measures before construction (time ago) Incorporating these best practices would enable Maharashtra to create a redevelopment model that not only focuses on economic growth but also contributes to dignity, safety and fair treatment of workers.

### LABOR PROTECTIONS IN REDEVELOPMENT PROJECTS: CASE STUDIES

Development of slum rehabilitation and cluster development-based projects in Maharashtra are essential for urban redevelopment. The absence of explicit labor protections in DCPR 2034 and MahaRERA leaves workers open to vulnerable conditions. Filling in these gaps will help us wrestle with the missed opportunities for reform by exploring the case studies that informed these decisions.

#### 1. Slum Rehabilitation Projects

- Challenges Under DCPR 2034:  
Slum rehabilitation projects are designed to give better residences to slum dwellers, yet the low-paid laborers who build them face the same insecurity and lack of protections. Even so, many laborers are informal workers who have no formal contracts, social security benefits or workplace protections. DCPR 2034 does not contain any labor protections to guarantee fair pay, safe working conditions, or job security on these projects.
- Role of MahaRERA:  
Although MahaRERA does not directly regulate work conditions, it can benefit workers indirectly by compelling legal compliance and project transparency. While developers registered under the MahaRERA would also have to go through the legal norms, including labor laws, compliance without an active push to implement such measures is inconsistent. Perhaps MahaRERA may look at monitoring worker welfare so that labour laws are followed and not just there on paper during the SLUM REHAB WORK.

#### 2. Cluster Development Projects

- Challenges Under DCPR 2034:  
Regulation 33(7) and 33(9) cluster development-related projects focus on redevelopment of old buildings and development of well-planned urban spaces. These projects center around tenants' rights and improvements to infrastructure, but the framework does not address labor protections. Workers in such projects, like slum rehabilitation, are exposed to dismal working conditions, irregular wages, and few safety protocols.
- Role of MahaRERA:

While MahaRERA's system for registrations and compliance can potentially help ensure that developers are not shamelessly violating even basic requirements of labor law, this is not the chief purpose of it. Notably, impromptu labor inspections are largely absent, resulting in violations escaping detection unless workers or activists file complaints. One of these could be that MahaRERA actively brought in labor monitoring – say, required developers to submit worker welfare plans – in these projects if it ever wants to strengthen protections in cluster redevelopment.

Neither slum rehabilitation projects nor cluster development projects are regulated with the same focus on labour protections – differences that fall under the realm of urban planning and consumer rights. DCPR 2034 lacks mandatory labour safeguards, and even MahaRERA's oversight is indirect and complaint-driven. Strengthening such frameworks—by making labor compliance a prerequisite for approvals, enabling inspections, and ensuring adequate treatment of workers—could pave the way to a more equitable redevelopment process in Maharashtra.

**RECOMMENDATIONS: WORKERS ARE NOT REBUILD TOOL.**

This suggests that although DCPR 2034 and MahaRERA are important regulatory tools for the governance of redevelopment projects, they do not directly secure labor rights. Without proper labor protections, workers are subject to standings of unsafe working conditions, low wages, and job insecurity. Integrating labor protections and the strict enforcement of labor laws into such structures is imperative to establishing a just, equitable and sustainable redevelopment process.

Key Recommendations

- Create Model Labor Standards for DCPR 2034  
This can include trách nhiệm doing work owned by state-owned enterprises and public works, doing work related to hurricane cleanup, base work for state-owned businesses, temporary workers in community health, and berdi (foreigners) workers. Linking labor compliance to final project approvals – so developers have to agree to treat workers well from the beginning.
- Enhance MahaRERA's Role in Labor Vigilance  
Enable MahaRERA to proactively monitor labour law compliance, instead of reacting only to complaints. Ensure: Developers provide a labor welfare plan during the project registration process ·
- Involve Stakeholders for Equitable Reforms  
Instead, start getting the developers, worker unions, policymakers and regulatory bodies in the same room and start hashing out decent, measurable, and enforceable labor regulations. Source data should be used to support collaborative policymaking and project viability while also protecting worker rights.
- All outsourcing contracts should adopt International Best Practices  
Additionally, U.S. OSHA, the TUPE of the UK, and Singapore's Workplace Safety and Health Act, teaches us to mull over a full labor protection framework.
- Adopt international models of regular inspection, compulsory safety training and provision for addressing complaints of workers.

Through these reforms, Maharashtra can lay the groundwork for a strong foundation of labor protections in redevelopment projects, promoting urban regeneration aligned with respect for worker rights, transparency and sustainability.

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They cover a range of issues over labor laws, international labor standards, and the important role of regulations around protecting rights of workers.

