



RACE DISCRIMINATION



Race discrimination at work is anchored in the constitutional guarantees of equality under Articles 14, 15, and 16 — and is reinforced through specific obligations under India's Labour Codes. ELRS stands with every worker who has faced workplace prejudice rooted in race, caste, religion, sex, or place of birth.

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EQUALITY IS A RIGHT,
NOT PRIVILEGE.
DISCRIMINATION HAS
NO PLACE AT WORK.

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01 LEGAL FRAMEWORK



- **Articles 14, 15, and 16** of the Constitution prohibit discrimination on grounds of race, caste, religion, sex, or place of birth and guarantee equal opportunity in employment.
- The Labour Codes do not define race discrimination as a separate category, but embed equality principles through specific obligations.
- The **Code on Wages, 2019** mandates equal remuneration for equal work, preventing wage discrimination rooted in race or caste.
- The **Occupational Safety, Health and Working Conditions Code, 2020** obligates employers to maintain workplaces free from discriminatory practices and ensure dignity and equal treatment.

02 REMEDIES



- Claims before labour authorities, Industrial Tribunals, or constitutional courts.
- Relief can include reinstatement, compensation, or injunctive orders against discriminatory practices.
- Race discrimination is prohibited by virtue of constitutional guarantees and reinforced by statutory labour provisions, even without a standalone statutory head.

03 HOW WE CAN HELP



Legal advisory — guidance on constitutional rights and remedies under the Labour Codes.



Complaint drafting — regulator-ready complaints, petitions, and escalation letters to labour authorities or courts.



Representation before labour tribunals, industrial authorities, and constitutional courts.



Compensation claims — reinstatement, back wages, or damages for discriminatory practices.



Awareness and training — grievance mechanisms, workplace rights, and documenting discrimination.



Policy challenge — contesting biased HR policies or practices that indirectly perpetuate race/caste discrimination.



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