

**The Labour Problems in India – Special Reference with Post Globalised Era- A
Literary Review**

***Dr. J. Vincent Xavier**

*Asst Prof in School of Management studies, St. Joseph's College (Autonomous),
Tiruchirappalli-02, Tamil Nadu

Abstract

The large amount of India's population still depends on the small scale industries for their survival even in the post LPG era. Perhaps most of the citizens have still depended on the daily wages based work like, construction, agricultural and small scale industries. The question is whether this mass has proper social security measures. In this line the researcher wants to conduct a literary study on the labour issues and challenges in India. It is purely a literary study based the secondary sources. The conclusion of this study is Indian constitution has a strong statutes for labour protection, but these are not in proper enforcement. Perhaps the government has to take further initiatives to maintain the labour protection and maintain the social security.

Key words: Labour, protection, Security, unorganized sectors, ILO

Introduction

The work force of a country is the valuable assets to the country. They are the labourer and they directly associated with increase and regulate the nation's economy. They have involved mostly in e small scale industries and construction works. Despite India's population is high, it is a challenge to provide employment opportunities to all its citizens. It is obvious India like the second world countries have hurdles to ensure the standard of living and getting decent remuneration, working condition of the labourer. India has adopted a new economic policy in 1990, so called LPG (Liberalization, Privatization and Globalization). Still there is a ban for the unskilled masses especially who have already worked in agricultural industry. These groups have moved to small scale private industries for their survival. The reason was large amount of cultivable land was converted for industrialization and construction purposes. The new economic policy further encourages the privatization concept which is not fully interested in enforcing the labour statutes. Perhaps the labour force are facing enormous problems while the work and afterwards. Here the author wants to describe a micro level analysis of the labour problems in India in the post globalised era.

A brief history of Labour welfare in India

The history of labour welfare in India was largely influenced by humanitarian principles. Origin of labour welfare activities dates back to 1837. Some of the notable legislations enacted during these years these laws helped in the development and implementation of the concept of labour welfare. At its first meeting in Washington, ILO suggested some changes in labour welfare schemes operating in India. The Government of India subsequently enacted the Factories Act of 1922 which provided that neither men nor women could work more than 60 hours a week and that no one could work for more than 11 hours a day.

Following independence in 1947, the labour welfare movement acquired new dimensions. The massive investments in industry during the various plans noted increased the number of workers. It was realised from the beginning that labour played a positive role in increasing productivity and reducing industrial tensions. Some of the important labour provisions were enacted after independence such as Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952 have many welfare provisions for the workers and so on. A number of legislation for the welfare of the workers was enacted. In addition to these legislations, many other welfare legislations were enacted by the Central Government and various State Governments.

Research problem and objective of this study

The author wants describe the labour problems existed in India in micro level analysis. The objective of this study is to identify the labour problems in India in the post globalised era and suggest solution for it. It is purely a literary study and depended on secondary sources. The findings may not be generalized.

Labour problems in India in the post LPG era

The labour problems existed in India is differing from north and south. It is linked with the immediate environment of the area like monsoon, the availability of natural resources and work, literacy rate, and government policies. The existing problems of the workers are working conditions, poor dignity of labour, wage related issues, the interrelationship between superiors and workers, overtime works, health and safety conditions. With the above said problems the workers are not motivated to work and mostly in frustration. Due to huge difference between amount of work and given wages their earning is not able to satisfy their basic needs.

The annual Global Rights index, published by the international trade union confederation (ITUC) on the degree of respect on the worker's rights and India has rating of 5 of the second worst category. It denotes 'no guarantee of rights'. Despite being the constitutional democracy, on the matters of workers' rights India is in the same line of the dictatorship approach like UAE, Saudi Arabia and Qatar. India certainly has labour problems and it must need a reformation. In 2014 the Industries body federation of Indian chamber of commerce and Industry (FCCI) and All India organisation of Employees (AIOE) pointed out that 'the poor safety and working condition of the labour , multiplicity of labour laws that is pushing workers to the informal sectors. According to ILO 'Labour market flexibility is as high as 93 per cent in India'. This means that the workforce anyway does not enjoy the protection of labour laws in India and the industries diluted of these laws. Most of the small scale industries in India they are have not enforced the labour welfare measures in an appropriate way.

Reasons for labour problems

i) Policy of the political parties related issues

Privatization policy has reluctant to adopt the industrial relations. It is evident that most of the Indian industries do not practice the workers participation in management function (WPM). India invites the private investors, and ready to give more privilege and government certainly want to maintain cordial relationship with them. The owners of the companies do not want any difference of opinion. It remembers the capitalistic economic approach.

The political parties in India have never concerned its citizens wealth rather they want to increase their vote bank for that they have frequently change their stands without any hesitation. The lust for chair tends them to do it. The approach of the parties differs from when they are in power and opposition. If any of the problems is want to be solving by the ruling parity it will be strictly opposed by the opposition. G. Sampath, pointed out in his article published in Hindu on 20th Feb, 2016, the affiliation of the labour union by the political parties is a major issue for the labour problem. The chief functionaries wishes only executed and the grass root level problems of the labour are not taking in consideration.

ii) Lack of education of labourers

As compared with other countries, the percentage of educated workers is very low in India, 40 per cent of the labourers have not well known the labour laws and it is an advantage to the employers to exploit them. Due to this ignorance the workers think that whatever the employer say they believe and they do not come forward to solve their own problems.

iii) Wage related issues

Getting decent wage is every labour's right after have done their work. Due to the flaxiation of economy and improper monsoon it is difficult to get regular work by the labourers, in a month the labourer gets only 15 to 20 days of work with low wages, the remaining days they are not able to meet even their basic needs. These issues are not taking that much in considerations by the employer. Further LPG policy has created opportunity mostly for educated people rather the uneducated.

iv) Migration and labour turnover

Indian labourers have frequent migration because, lack of employment opportunities in the local areas many of labour turnover and go for alternate employment; lack of regularity in the particular work the employers have placed other worker who is ready to do the same work, when the return, to continue the work the employer has refused. The report of Social sciences research form of India (SSRI), in 20010-2015 there are more than 10 million irregular migrants in India. In this reasons the labourers are not able to get the benefits like EPF, bonus, increment and incentives. It is an added advantage to the employers to exploit the workers.

v) Health and safety condition of workers

This is the major labour problem of the workers; nearly 60 percent of the workers have the occupational disease and deformities. A study conducted by Vincent Xavier in 2015 on QWL of manual scavengers in Tiruchirappalli city corporation, It is found that most of the workers have frequent health problems due to handling the sewage water and the garbage. The private clinic and hospitals they use to put the medical wastes in the corporation dust bin, when they clean, some workers have affected severe health problems. Some of them are compelled to do the work beyond the usual schedule and they treated in disrespect. There is caste based discrimination by the superiors because the workers belonging in this profession is from particular caste.

In addition people, who are working in spinning mills, cement factory, crusher units, and stone quarries due to inhale of polluted air they have frequent health problem like allergies and asthma. Sometimes it leads to death. People who are working in the

tannery and distillery industries they have the skin disease. When the workers are affected the employers have not come forward to care or to meet their medical expenses. The workers they have meet the expenses in their own. At that time they settle them with a little amount.

vi) Accidents and Deaths

People who are operating with big grain or machineries frequently they meet accidents, and sometimes it leads to death. At that time the family members are forced by the employer to settle the problem with getting of some amount. The labour laws are not strictly enforced. These are all a micro level analysis of the workers they are facing the usual problems in the work place.

Discussion and conclusion

India has rich of human resources; in this there are educated, uneducated, skilled semi skilled unskilled workers. It is the responsibility of the employer and the government to ensure the labour provision correctly. Perhaps our constitution has many articles directed toward the workers interests, Article 43A was inserted by (42nd amendment) directing state to take steps to ensure worker's participation in management of industries it will create a better opportunity to share their problems and when the management takes any unwanted decision the workers may represent then and there to solve it.

It is the duty of the bureaucrats to monitor the industries whether all the labour provisions are strictly enforced, if any illegal issues happened immediately they put fine or file the case, but some bureaucrats are benefited by the employers especially during the festival time. Due to this the government machineries are unable to punish them. Sometimes the political parties have misled them to have irrational strikes, they have guided them to start the strikes but they do not come forward to end it. The father of the nation Gandhi said that employers are trustees of interests of workers and they must ensure their welfare. The employer is the right person to ensure the workers welfare in their industries and they have to create the opportunity to maintain the dignity of the labour.

References

1. Dole Yoder, 1975. Personnel Management and Industrial Relations, New Delhi: Printice Hall of India.
2. Mamoria C.B. 1994, Personnel Management, Himalaya Publishing House, Bombay. Meerut: Jai Parkash Pub.
3. Moorthy, M.V., 1982, Principles of Labour Welfare, New Delhi: Oxford & IBH Publishing&Co.
4. Punekar,S.D, and others, 1984, Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Publishing Company, Mumbai.
5. Puri, S.K., 1981, An Introduction to Labour and Industrial Laws, Allahabad Law Agency. Sahary, H.K. 1987, Industrial and Labour Laws of India, New Delhi: Prentice Hall.
6. Smbath.G,(2016) Labour in 21st century, Article published by Hindu-dated on 20.02.2016.

7. Sharma, A.M., 1988, Aspects of Labour Welfare and Social Security, Mumbai: Himalya Publishing.
8. Singh B.D., 2009, Industrial Relations and Labour Laws, Excel Publication, New Delhi.
9. Xavier Vincent J, (2015), a study on QWL of manual scavengers in Tiruchirappalli City Corporation,