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LABOUR LAWS IN INDIA

ISSUES WITH THE CURRENT LAWS

IMPORTANCE OF LABOUR LAWS

WAY FORWARD

ISSUES WITH CURRENT LAWS

- Complex law system - Labour is a subject in the concurrent list - and loopholes must be addressed.
- Labour exploitation - pay roll issues, and, major work force is in unorganized sectors
- Impact of delay of labour reforms
- Issue of contract labour - trade unions suggest to remove this form of labour.
- Issue of apprenticeship - education system must be revised based on the needs of the apprenticeship.

- Labour Law establishes a legal system that facilitates productive individual and collective employment relationships and therefore a productive economy.
- It leads to labour welfare by providing a framework within which employers, workers and their representatives can interact with regard to work related issues.
- It provides a clear and constant reminder and guarantee of fundamental principles and rights at work.

NEED FOR THE REFORMS

- India is projected to have the largest working population in the world between 2022 and 2034, with 10 million youth entering the workforce every year.
- Therefore, rigidities and administrative burden in the labour regime are required to be addressed through substantive reforms.
- Existing labour laws were found out dated.
- Laws need to be reviewed with the changing needs of the economy, such as higher levels of productivity, competitiveness and investment promotion.
- Companies are under pressure to innovate, redesign and technologically upgrade the products to suit consumers' choices.

- Labour laws applicable to the formal sector should be modified to introduce an optimum combination of flexibility and security.
- These regulations must be more effective and transparent.
- Strengthening of enforcement machinery is needed.
- Increased manpower, improved infrastructure is essential for effective implementation of labour laws.
- All India Service for labour administration must be formed that will provide professional experts in labour administration.
- Contract labourers should be covered under workmen's compensation act for accidents, hence they can avail benefits from employee state insurance act and maternity benefit act extended to them.