
THE INDIAN LABOUR LAWS AND THE SCHEMES FOR LABOUR WELFARE

P.V. Thilak Nishanth, B.A. LL.B., Chennai Dr. Ambedkar Govt. Law College,
Pudupakkam

ABSTRACT

The Indian labour system has undergone significant reforms through various legislations, recognizing the interdependence of social and economic rights. Historically, labour exploitation has led to issues like slavery, and the caste system has perpetuated social hierarchies based on occupation. Many children have been deprived of education, forced into hazardous work, and suffered from malnutrition. Additionally, labours have often faced inadequate compensation, highlighting the need for continued protections and reforms. The paper aims to address the standard of Indian labour laws and schemes like principle of Equal Pay for equal work, Child labour prohibition Act and unorganised workers' welfare, ESI & EPF, Other schemes for labour welfare. Article highlights that Labour laws are financial and social support to the Indian workers & New labour codes and its implementation. This article incorporates data released by external sources, including the government.

Keywords: Labour Laws in India, Needs for Labour Law, Social & Economical Rights, Effects, Notable Judgments, Needs for Improvement, Labour Policies, Statistical Data, Duties of Government, Findings.

INTRODUCTION:

Sir William Petty, a 17th century English economist notes that "Labour is the Father of Wealth". Mahatma Gandhi once said, "What the two hands of the labourers can achieve, the capitalist will never get with all his gold and silver". The phrase 'Without labour, nothing prospers' enhance the vital role of labours in India's economy. After gaining independence on August 15, 1947, the Indian labour system underwent significant reforms through various legislations. In recognition of their contributions, the government has introduced benefits for labourers. Social, Cultural and Economic rights are interdependent. Imbalance in one affects the others. Labourers' lives are deeply impacted by aforementioned rights. Our Labour laws have incorporated these rights, aiming for a more balanced and just society. This article assesses the effectiveness of labour legislations in realizing these rights.

NEED FOR LABOUR LAWS:

- 1) Slavery often originates from labour exploitation, where workers receive inadequate wages and face physical and mental abuse. This exploitation can extend to their dependents, perpetuating a cycle of suffering. In some cases, it leads to child labour, where employers exploit children without providing fair wages, often paying them much less than regular workers.
- 2) The caste system, rooted in occupational hierarchies, assigns social status based on job type. Those in lower-status jobs are often relegated to lower castes, while those in higher-status jobs are deemed upper caste. This system fuels discrimination, creating a dual mug method, enforcing rituals such as removing footwear before entering spaces designated for higher-status individuals, restriction on entering temples. Peoples in lower-status jobs were denied access to essential resources like land, clean drinking water, education, and basic human necessities. It led social and economic disparities.
- 3) Child labour, often a consequence of slavery, led to rampant exploitation. Children were deprived of education, forced into hazardous work, and suffered from malnutrition.

Employers and landlords frequently barred them from learning, widening educational gaps.

The physical toll was severe, with children often ending up with serious health issues from heavy lifting, cleaning their residents, agricultural works, and other perilous tasks include

working in factories, mines. Moreover the children assisted their father's occupation. Child labour originates in agricultural settings, where children work alongside family members. Denied education and vulnerable to abuse, children, particularly girls were trapped in a cycle of exploitation. This systemic failure led to a generation deprived of education, perpetuating inequalities. The parents of child labours were also lacked awareness about the importance of education, and their standard of living depended on wages earned by both parents and children, highlighting the issue of inadequate compensation for their occupations.

- 4) Laborers faced inadequate compensation for their work, resulting in a cycle of poverty due to excessive workload and low wages. Employers exploited their labour and leaving workers struggling to meet basic needs. Unfair terminations worsened their livelihood.
- 5) Women frequently experience pay inequality, receiving lower compensation than men for similar work.
- 6) Employers denied labours basic benefits, including weekly offs, break times, adequate meal times, maternity leave, public holidays, sick leave, compensation for occupational hazards and work-related fatalities. Imposed fluctuating working hours.
- 7) A retired employee's insufficient savings led to hardship in old age, making it difficult to meet basic needs. The exploitation of employees by employers leaves the drained and vulnerable.
- 8) Laborers were fragmented & lacking unity, which allowed employers to manipulate them according to their needs. Their attempts at unity were often overshadowed by caste and occupation divisions. A group of intermediaries controlled and managed labours, receiving commissions from both employers and employees' wages, and allotted occupations to labours, who were further burdened by exorbitant commission fees.

The effectiveness of labour laws is a pressing concern; do they truly protect labours' Social, Economic Rights?

Yes, it protects, and the examples are,

The Factories Act 1948:

The act primarily addresses labour safety, health, welfare, working hours, employment of

young persons, annual leave with wages, and occupiers' responsibilities towards employees. Specifically, Chapter III focuses on health, mandating occupiers to ensure sanitation, cleanliness, adequate latrines and urinals, and safe drinking water in factory premises. The act prioritizes employee welfare by mandating facilities like canteens, first aid kits, lunch rooms, and creches. It also governs working hours, weekly holidays, night shifts, and overtime, while strictly prohibiting child labour for individuals under 14 years.

Notable court rulings under this act:**a) Leela Vs State of Kerala (2004)**

In this case section 66(1)(b) of Factories Act was challenged. The above section pointed that no woman shall be required or allowed to work in any factory except between the hours of 6 A.M. and 7 P.M. Petitioner challenged that this section violates Article 14,15 & 16. The court ruled that the provision is a welfare measure protecting women without depriving them of opportunities or livelihood. The government's power to regulate working hours for employee and public interest validates the provision's legality.

b) S.J. Ghandy & Anr Vs State of Jharkhand (2011)

Under Section 7A of the Factories Act, the occupier has a non-delegable duty to ensure the health and safety of all workers in the factory, including those employed by contractors. This responsibility cannot be transferred.

c) State Of Gujarat Vs Kansara Manilal Bhikhalal (1964)

The Supreme Court judgment underscored the importance of strict adherence to statutory provisions on work hours and managerial responsibilities, emphasizing that even minor deviations can attract penalties due to the strict liability nature of the Factories Act.

Equal Remuneration Act, 1976

Gender based discrimination against women is an old social practice that has been extensively documented throughout history. In the course of employment, women were denied opportunities, promotions, and equal pay & facing discriminatory practices that hindered their career advancement and economic empowerment. The act upholds the fundamental principle

of equal pay for equal work, fostering gender equality and prohibiting discrimination based on gender in the workplace.

As per the 2011 Census, India had a total of 149.8 million female workers, with 121.8 million in rural areas and 28.0 million in urban areas. These women were engaged in various occupations, including 35.9 million as cultivators, 61.5 million as agricultural labours, 8.5 million in household industries, and 43.7 million in other sectors according to the Ministry of Labour & Employment.

India's most recent labour statistics show that while eight in ten men are in the labour force, only four in ten women are. India's female labour force participation rate (people who are either working or looking for work as a share of the population) is lower than in many countries at comparable levels of income and development, although it has seen an improvement in recent year. As per the latest data from the Periodic Labour Force Survey

(PLFS) Monthly Bulletin (April 2025) released by the Ministry of Statistics & Programme Implementation: The Labour Force Participation Rate (LFPR) for rural females aged 15 and above was 38.2% in April 2025. The Worker Population Ratio (WPR) for females in the same age group was 36.8% in rural areas and 23.5% in urban areas, with an overall national WPR of 32.5%. Notably, the male Unemployment Rate (5.2%) was slightly higher than the female Unemployment Rate (5.0%) at the national level. The statistical data supports compliance with Section 5 of the Act, which prohibits discrimination in recruiting men and women workers & section 4 of the Act, says that Employers are duty-bound to pay equal remuneration to men and women workers for the same or similar work. The Act encourages women's participation in employment, reducing their dependence on others and enabling them to improve their standard of living through their fair earnings.

Notable court rulings under this act:

a) Randhir Singh Vs Union of India (1982)

Supreme court held that the judiciary emphasized that equal pay for equal work is a substantive principle, applicable to employees performing identical or similar tasks across different departments. DPSP, as constitutional objectives, can be given effect through the enforcement of Fundamental Rights.

b) Bhagwan Dass And Others Vs State of Haryana & Ors (1987)

Supreme court stated that Equal pay for equal work is a principle that extends to temporary employees who perform duties and responsibilities similar to those of permanent employees. The temporary status of an employee cannot be used to justify pay disparities for identical work.

c) Mackinnon Mackenzie & Co. Ltd Vs Audrey D'Costa (1987)

This landmark ruling marks a significant step towards gender equality in India's workplaces. It firmly establishes that pay discrimination based on sex alone is both unlawful and unconstitutional and upholding the right to equal treatment.

d) Sh. Sanjeev Kumar & Ors. Vs Union of India & Ors (2017)

The principle of equal pay for equal work targets discrimination within the same organization. Claims under this principle are generally not applicable when comparing employees from different entities with varying management structures, roles, or operational contexts.

TRADE UNIONS ACT, 1926

Without effective leadership, the employees struggled, resulting in scattered and disjointed work. Absence of workplace safeguards & lack of unity among labours. So the British government easily exploited the labours. Inspired by the 1917 Russian Revolution (February & October), India's labour movement gained momentum with the formation of the Madras Labour Union in April 1918. This paved the way for the All India Trade Union Congress (AITUC), established in 1920 as the country's pioneering trade union federation. After notable labour movements, Trade Unions Act, 1926 was passed and The Act was amended in several years. Here the Act describes the formation of Trade Unions, Constitution of Trade Union, Powers & Immunities of Trade Unions. Collective bargaining is a process where employees, typically through a union, negotiate with their employer to establish mutually agreeable terms and conditions of employment, including wages, benefits, working hours, and workplace conditions, with the aim of reaching a collective agreement. Significant past Collective Bargaining example is:

On June 2011, around 3,000 workers at Maruti Suzuki's Manesar plant went on a sit-in strike,

protesting management actions and demanding recognition of the newly formed Maruti Suzuki Employees' Union (MSEU). The management responded by dismissing 11 workers, including MSEU office bearers, on June 6. However, after collective bargaining, facilitated an agreement was reached, and the strike ended on June 17, 2011.

Recent notable issue related to the Act: Samsung Workers Protest 2024:

Samsung India Workers Union (SIWU) strike lasted 38 days, making it the longest industrial unrest in Tamil Nadu since 2018. Workers demanded union recognition, which Samsung opposed. Madras High Court ruled in favor of union registration. Following the court's order, Samsung agreed to engage with workers on wages and facilities, resolving the dispute on

October 16. The Chennai plant generates 20-30% of Samsung's \$12 billion annual revenue in India. The incident demonstrated the effectiveness of collective action and strengthened the power of unions and labour unity.

Notable court rulings under this act:

a) Board of Trustees for the Port of Calcutta Vs Halda Calcutta Port Dock Shramik Union, (1994)

The Calcutta High Court ruled that while the right to form an association or union is a fundamental right under Article 19(1)(c) of the Constitution, the right of a trade union to be recognized by an employer is not a fundamental right. Instead, the right to recognition must be specifically provided for by law to be enforceable.

b) West India steel company ltd Vs P. Azeez (1990)

A worker, even a trade union, inside a factory is bound to obey the reasonable instructions given by superiors and to carry out assigned work and Trade unions causing obstruction of work is a serious misconduct if there is no valid reason.

c) Coromandel Cement Factory Employees Union Vs Deputy Registrar of Trade Unions Kurnool (2001)

The Court emphasized the importance of adhering to the Principles of Natural Justice,

particularly audi alteram partem (the right to be heard), when canceling a trade union's registration. The Registrar must strictly follow the statutory procedure under Section 10 of the Trade Unions Act, 1926, and provide a specific, clear notice with an opportunity to respond, as mere general notice may not suffice.

d) Kerafibertex International (P) Ltd Vs Kerafibertex Employees Association (2009)

The case establishes that while symbolic displays by trade unions are generally permissible in public spaces, they cannot be arbitrarily extended to private property, especially when they may interfere with the employer's lawful business operations.

MATERNITY BENEFIT ACT, 1961

The Act name reflects its focus on promoting social and economic rights of women employees. Pregnancy may contribute to discriminatory treatment or restrictions imposed on women by their male partners or family members and affecting their ability to work. Employers might hesitate to recruit pregnant women due to concerns about regular hospital visits, physical limitations, and potential impacts on productivity. In the past, pregnant women were forced to stop working due to employer policies. Women's labour force participation rates often decline when they have young children. The legislation regularized practices and provided benefits to pregnant women, including paid leave, crèche facilities, regular breaks, leave for miscarriage, and medical bonuses, protecting their rights and promoting workplace support. The legislation offers both financial and moral support to pregnant women, recognizing their needs and promoting their well-being. To qualify for maternity benefits, a woman must have completed 80 days of work in the 12 months preceding her expected delivery date.

Notable court rulings under this act:

a) J. Sharmila Vs Secretary of Government (2010)

Maternity leave cannot be denied solely on the grounds that the child is the third birth, especially in cases where earlier deliveries resulted in twins. The Maternity Benefit Act aims to provide social justice and protect the rights of motherhood.

b) Rehmat Fatima Vs State of NCT of Delhi (2023)

Court held that the Act does not discriminate based on the nature of employment (contractual or permanent). The court held that denying Maternity benefits, only because of a contract expires would be unjust and against the constitutional mandatory to protect the dignity of motherhood and the health of both mother and child.

c) M. Nithya vs The Head Master (2022)

The petitioner, who had two children before joining government service, was denied maternity leave and benefits for her third child. However, the court ruled in her favor, stating that since she hadn't taken maternity leave for her previous two children, she was entitled to maternity leave for her third child.

d) Neetu Bala vs Union of India and Others

The court held that pregnancy cannot be treated as a disqualification for appointment to the Short Service Commission in the army medical corps. The Denial of employment solely on account of pregnancy was found to be arbitrary illegal, and in direct violation of articles 14 15 and 16 of the Constitution of India the court stressed that article 16 specifically prohibits gender discrimination in public employment, and pregnancy discrimination falls squarely within this prohibition.

EMPLOYEE COMPENSATION ACT, 1923

The Employee's Compensation Act, 1923, provides financial protection to workers and their dependents in case of work-related injuries or death. The Act outlines compensation for various types of disabilities and death, with payments made through the Commissioner. Special provisions are also included for specific occupations, such as aircraft crew members and seamen.

Notable court rulings under this act:

a) New India Assurance Company Ltd Vs Dalibai (2001)

The court ruled that Dependents of driver will be entitled to compensation when he was died

while parking the truck.

b) Commissioner, Kovilpatti municipal, Kovilpatti Vs Tamilarasan (1999)

The court held that while making a compensation under workmen compensation act, that claimant has to prove not only the prescribed relationship but that wholly or partly he was a dependent on the earnings of the deceased workman.

c) New India Assurance company limited Vs Mohan Kumar Sahoo (2004)

The court said that a bus driver engaged as a substitute even for one day will be a workman and his dependent will be entitled to compensation when the driver dies in an accident occurring in the course of his employment.

d) Steel authority of India limited Vs Bibi Jan BiBi (2007)

The court stated, no compensation payable when fatal accident occurs more than one kilometre away from workplace.

THE UNORGANISED WORKERS' SOCIAL SECURITY ACT, 2008

An unorganised worker refers to a home-based worker, self-employed worker, or wage worker in the unorganised sector. This definition also includes workers in the organised sector who are not covered by any of the Acts listed in below act :

1. The Workmen's Compensation Act, 1923
2. The Industrial Disputes Act, 1947
3. The Employees' State Insurance Act, 1948
4. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
5. The Maternity Benefit Act, 1961
6. The Payment of Gratuity Act, 1972

Schemes by The Government of India:

The **e-Shram** portal is a national database of unorganized workers in India, launched by the Ministry of Labour and Employment on August 26, 2021. The registration is totally free for workers. The e-Shram portal will significantly enhance the delivery of welfare schemes to unorganized workers, ensuring they receive benefits directly and efficiently. The e-Shram portal has been made multilingual, accessible in 22 Indian languages, enhancing its reach and usability for unorganized workers across the country. According to the press release by Ministry of Labour & Employment on March 10 2025: Over 30.68crore unorganised workers registered on e - shram portal & women constitutes 53.68% and 1.23 crore workers were registered in one particular year 2024. The Registrations are done through Common service centres,

Pradhan Mantri Shram Yogi Maandhan (PM-SYM) is a scheme for old age protection & social security of unorganised workers. He/she should be an unorganised worker, Entry age between 18-40 & monthly income rupees 15000 or below. These are the requirements to this scheme. Here LIC is the pension fund manager & responsible for pension pay out.

Pradhan Mantri Jeevan Jyoti Yojana (PMJJBY) Under this scheme rupees 2 lakh on death to any cause in the age group of 18 to 50 years and the premium amount is 20/- year.

The Government of India constitutes a National Social Security Board under the Act to oversee and monitor social welfare schemes for unorganized workers, providing recommendations and guidance on these initiatives. Unorganised workers must be completed their fourteen years of age to avail benefits under the Act.

THE CHILD AND ADOLESCENT (PROHIBITION AND REGULATION) ACT, 1986

The prohibition on employing children in any occupation or process does not apply to a child assisting their family or family enterprise, outside of hazardous occupations or processes, after school hours or during vacations & a child working as an artist in the audio-visual entertainment industry, including advertising, films, and television, excluding circus activities. No adolescent shall be employed in hazardous occupations, mines, or processes involving inflammable substances or explosives. Appropriate government shall provide rules for the matters such as cleanliness, lighting, fencing of machineries and other basic necessities. Under

this Act Child and Adolescent rehabilitation shall be provided for the rescued children from the contraventions of this Act. Furtherly the Act was amended on 2016.

Under the amendment violation of child labour laws is a cognizable offence.

Aa per the last two census

2001: 5.9% of child labour in Rural Areas and 2.1% of child labour in Urban areas.

2011: 4.3% of child labour in Rural areas and 2.9% of child labour in Urban areas.

Uttar Pradesh, Bihar, Rajasthan, Maharashtra, Madhya Pradesh are the top 5 states in high percentage of working children.

CHILD LABOUR REMEDIES:

- a) Organising awareness Camps.
- b) Employing children is considered as a serious national concern, warranting severe penalties.
- c) Addressing the core reason.
- d) The Right to Education Act 2009 – The Act conforms the compulsory and free education to all children between 6 to 14 years. It ensures Children attend school instead of work. Unnikrishnan Vs State of Andhra Pradesh (1993), The supreme court held that right to education is a fundamental right derived from the right to life guaranteed under article 21 of the constitution. No child shall be deprived of their fundamental right to education.

Notable court rulings under this act:

- a) State Of Gujarat Vs Bhupendrakumar Jagjivandas Patel (2001)

This underscores the state's commitment to enforcing child labour laws and imposing adequate penalties. Notably, when two laws apply to the same subject, the Child Labour Protection Act typically supersedes general labour laws like the Factories Act regarding penalties.

PENCIL Portal: It means Platform for Effective Enforcement for No Child Labour. The portal aims to enforce the Child and Adolescent Labour (Prohibition and Regulation) Act,

1986. Its key features include complaint management, NCLP (National Child Labour Project)

Society information management, data monitoring, and progress report submission. The Ministry is integrating the PENCIL portal with Mission Vatsalya/Childline (1098), a process currently underway

OTHER SCHEMES:

1) ESI Scheme:

The Employees' State Insurance Act, 1948, led to the establishment of the Employees' State Insurance Corporation (ESIC). Inaugurated by Prime Minister Jawaharlal Nehru in Kanpur on February 24, 1952, the Act now covers over 7.83 lakh factories and establishments, benefiting approximately 2.13 crore insured individuals and their families. The total beneficiary base has grown to over 8.28 crore. Recently, the ESIC increased the wage ceiling for coverage from ₹15,000 to ₹21,000. Under the Act, ESI hospitals and dispensaries were established to provide medical care to insured persons and their families. The ESI Courts provide a dedicated platform for resolving disputes and addressing concerns under the Act, ultimately benefiting insured individuals and their families. It has the power of Civil Court. In the case of *Puttathayamma Vs Regional Director, ESIC (2000)* The court emphasized that the ESI Act, being a social welfare legislation, requires liberal interpretation of its provisions, especially those related to limitation. This ensures genuine claims aren't rejected on technical grounds. In this case, a 12-year delay, the court entertained the petition and ruled in favour of the Petitioner.

Benefits under the scheme:

- a) Sickness Benefit,
- b) Disablement Benefit
- c) Maternity Benefit,
- d) Dependent benefit,
- e) Funeral Expenses,
- f) Other Benefits.

2) Rajiv Gandhi Shramik Kalyan Yojana:

Insured persons who become unemployed after two or more years of coverage due to factory closure, retrenchment, or permanent invalidity (not less than 40%) are eligible for Unemployment Allowance. This allowance equals 50% of their wage, payable for up to two years in a lifetime. During this period, they and their families receive medical care from ESI hospitals/dispensaries. Additionally, vocational training is provided to upgrade their skills.

3) The Employees' Provident Funds Scheme, 1952

The EPF Scheme 1952, requires employees and employers to each contribute 12% of the employee's monthly wages (up to ₹15,000), comprising basic wages, dearness allowance, retaining allowance (if any), with the fund managed by a Board of Trustees representing the government, employers, employees, and states.

4) Employees' Pension Scheme, 1995.

Out of the employer's 12% contribution to the EPF, a maximum of 8.33% is diverted to the EPS (Employees' Pension Scheme) and the balance 3.67% goes to the EPF account.

5) Employees' Deposit-Linked Insurance Scheme, 1976.

EPFO members are automatically enrolled in the Employees' Deposit Linked Insurance Scheme (EDLI), which provides insurance benefits to their family members, legal heirs, or nominees. The employer bears the EDLI contribution, and no deduction is permissible from the employee's salary.

Recent Initiatives on Labour welfare by Government of India

Conference on Future Jobs:

Theme: Shaping Tomorrow's Workforce

The conference, held on January 15, 2025, in New Delhi, was organized by the Ministry of Labour & Employment. The conference aims to explore the impact of technological advancements like AI, automation, and digital tools on India's job market, focusing on

emerging sectors and job opportunities. Discussed key policy initiatives and emphasize the importance of investing in human capital to prepare the workforce for future challenges.

SCHEMES FOR ORGANISED WORKERS:

- 1) National Career Service Portal
- 2) Samadhan Portal
- 3) Aatmanirbhar Bharat Rojgar Yojana (ABRY)
- 4) Pratan Mantri Rogjar Protsahan Yojana (PMRPY)

SCHEMES FOR CHILD AND WOMEN LABOUR:

- 1) Grant in Aid on Child Labour:

This scheme was established in the Financial Year 1979-1980 and it was implemented through voluntary organizations by granting aid to them, covering 75% of the project cost for the rehabilitation of working children. Currently, 70 voluntary organizations are working on it.

- 2) Grant in Aid on Women Labour:

This scheme, was introduced by the Sixth Five-Year Plan and implemented through voluntary organizations, providing them financial aid to organize working women. Educate them about their rights and duties and conduct seminars and workshops on women labour welfare. This scheme is not in operation presently and the Ministry has discontinued it since the financial year 2017-2018.

MAJOR LABOUR REFORMS AFTER 2019:

Existing 29 labour laws were consolidated and codified into 4 Labour codes.

- a) Code on Wages (2019)
- b) Code on Social Security (2020)
- c) Code on Occupational, Safety, Health & Working Conditions (2020)

d) Code on Industrial Relations (2020)

Key Features of the above Codes:

1. Single Registration
2. Single License
3. Single Statement
4. Minimum Forms
5. Common definitions
6. Reduction of Committees
7. Use of technology (Electronic registration and licensing)
8. Reduction of compliance cost and disputes

The landmark Labour reforms passed by Parliament will significantly benefit workers and boost economic growth. By universalizing minimum wages, ensuring timely payments, and prioritizing occupational safety, these reforms will create a better working environment. They embody the principle of 'Minimum Government, Maximum Governance' and will enhance 'Ease of Doing Business' by reducing compliance burdens and leveraging technology. These futuristic legislations will empower enterprises, foster economic growth, and improve the lives of workers - Hon'ble Prime Minister Narendra Modi (via twitter on 23.09.2020)

Here the implementation challenge is labour comes under the concurrent list & States may lead to inconsistencies in codes. The codes are yet to come into effect.

Some of us argued that the new labour codes are not address issues in migrant workers, temporary workers, diluting the powers of inspectors, reducing the powers of trade unions and also unclear definitions.

FINDINGS:

- a) Existing labour laws are helping to reduce caste-based discrimination, gender bias, slavery,

and other unethical practices.

- b) A significant number of labourers are receiving benefits through these enactments.
- c) Dependents of labourers receive financial support and livelihood security through these laws in the event of a labourer's death.
- d) There is a lack of awareness about labour welfare schemes in remote corners of India.
- e) Existing labour laws require updates and improvements to nullify the awful statistical data
- f) Women and men, receive equal pay for equal work.
- g) Workers receive fair and appropriate compensation for their occupations.
- h) The denial of educational opportunities to certain labour groups ultimately led to the implementation of reservation policies.
- i) While it effectively covers urban and semi-urban factories, rural factories face challenges due to lack of awareness and literacy among workers, resulting in poor working conditions and exploitation. According to government data, three workers die every day in Indian factories due to a lack of basic safety measures.
- j) In India most of the Unorganised workers are belongs to rural areas. Rural areas are lacks access to these and remain unaware of the benefits.
- k) Common Service Centres (CSCs) are being established in rural areas, with the goal of having at least one centre serving 10 villages, to provide accessible digital services and support to local communities.
- l) The government may conduct surveys or hearings to understand labours needs and concerns.
- m) The government shall directly inquire about the needs and wants of workers

CONCLUSION:

"The strength of India, lies on the sweat of its labours"

A Hundred times every day, I remind myself that my inner and outer life depend on the labours
- Albert Einstein.

Labour is the superior of capital, and deserves much the higher consideration - Abraham
Lincoln

Despite areas for improvement, India has achieved notable advancements in protecting its workers' rights. Labourers are the backbone of our daily lives, and ensuring their protection is our responsibility. Awareness campaigns can be spearheaded by government initiatives & informed individuals to educate those who are unaware. The government should educate people about key laws and fundamental rights. Additionally, it should prioritize public awareness campaigns and display informational boards in public spaces to inform citizens about essential laws. Understanding their rights enables the citizens to seek social justice & helps eradicate disparities. No one should be held back by a lack of knowledge about their rights. As aware individuals, spreading awareness is our primary responsibility.

"True equality includes everyone has equal knowledge of their rights".

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