

LABOUR PROTECTION AND ITS GLOBAL CONTEXT WITH SPECIFIC REFERENCE TO INDIA

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Abstract

The Globalization, liberalization and privation require a new mind set to make labour market more flexible and responsive to dynamic environment, most of the Indian labour laws have become out dated because they were formulated decades back and unable to cope with changing situation. Over two hundred labour legislations in India inconsistent and sometimes overlapping. It is almost impossible for either the industry or workers to be aware of their rights and obligations when regulations are spread over such numerous national and state level Acts. Therefore desperate need is felt for reforming the Indian Labour Laws which are applicable to organized sector. Government has already taken various initiatives to strength social security for the unorganized sector, the problem is at present there is no scheme to register all workers in the unorganized sector.

The European Union and United states are currently the major economic powers in the world. EU has higher Labour standards than the United States, the USA has several standards that are equal to above those in the EU. The differences in Labour standards reflect the values of each jurisdiction and have different implications for workers in both areas.

Japan stands at 21 rank with GDP(PPP) per hour 2013(.43.77) and India is on 61 rank unfortunately. According the latest ranking of the Human Development Index, India stands (131 rank) higher than neighbors Bangladesh and Pakistan but lower than countries like Namibia, Guatemala and Tajikistan, even Iraq. Norway is number one in HDI ranking, followed by the Australia, Switzerland and Denmark. The latest ranking is based on data from 188 countries (according to 2015 edition of the Global Human Development report, released by the United Nations Development Programme(UNDP), China is on 12th rank and Republic of Korea is on 17 rank.

Author would be dealing with International Instruments for the Protection of Labour, ILO, European Unions on Labour Law, Labour laws of Asian countries, Impact of legislations on Labour challenges and possible solutions to address the problem.