

OBJECTIVES OF LABOUR LAWS

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Social Justice

- a) Equal distribution of profits and other industrial benefits between Owner and Workers
- b) Providing protection to Workers against harmful effects to – health, safety and morality

Objectives Of Labour Laws

Social Equity- labour laws must be dynamic; government must modify the laws in line with changing environment

International Uniformity

National economy

MAIN POSTULATES OF LABOUR POLICY

- 1. State** – Custodian of interest of community, catalyst of change and Welfare Programmes
- 2. Right of Workers** – to peaceful direct action if justice is denied
- 3. Encouragement to mutual settlement**, Collective Bargaining and Voluntary Arbitration

Main postulates of labour policy

- 4. State intervention** in favour of weaker party to ensure fair treatment to all
- 5. Maintenance of industrial peace** – primary objective
- 6. Evolving Employer and Employee partnership** –to promote economic needs of community
- 7. Ensuring** - fair wage standards and social security

Main postulates of labour policy

- 8. Co-operation for augmenting –
production and increasing
productivity**
- 9. Adequate enforcement of
legislation**
- 10. Enhancing status of Workers in
industry**
- 11. Tripartite consultation**

EMPOWERMENT OF LABOUR LEGISLATION -INDIA

- Article 39** - State **shall**, direct its policy towards securing that the —
- (a) citizens-men and women equally, have right to an adequate means of livelihood;
 - (b) ownership and control of material resources of the community - so distributed as best to subservice the common good;

- (c) equal pay for equal work - both men and women;
- (d) health and strength of workers, men and women, **and** the tender age of children - not abused; and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;

EMERGENCE OF SOCIO-ECONOMIC FOUNDATIONS

- **Industrial Revolution of India**
- **Growth of factory system**
- **Concentration of economic power**
- **Migration of workers**
- **Workers uneducated, lesser employment opportunities**

EMERGENCE OF SOCIO - ECONOMIC FOUNDATIONS

Evils of industrialization

1. Economic evils

2. Social Evils