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PROGRESS AND PERFORMANCE OF LABOUR IN INDIA

***Dr.B.SREENIVASA REDDY**

****Prof.G.VENKATA NAIDU**

*Academic Consultant, Department of Economics & Applied Economics, Sri Krishnadevaraya University, Ananthapuramu – 515 003. Andhra Pradesh.

**Professor and Head of the Department Economics & Applied Economics, Sri Krishnadevaraya University, Ananthapuramu – 515 003. Andhra Pradesh.

Introduction

Labour plays a major role in maintaining the productivity and management of the country. The main task of our government is to increase the contribution to national development which directly depends on the workers of the country. But there is a huge gap between the lifestyle of labours and capitalists. So to increase the status of labours our government came with various labours laws that provide them security, working conditions, employment. The main aim of labour legislation is to provide basic amenities of life to workers and to maintain industrial peace. Labour Legislation is very necessary because workers are weak economically so they cannot bargain or negotiate with the employers. So it provides them bargaining power, health facilities, safety and welfare.

Objectives:

1. To Know the Progress of Labours
2. To know the Sector wise distribution of Labours in India
3. To know the Problems of Labours
4. To make suggestions

Date base and Methodology:

The study based on secondary data, the data relating to labours, Labour markets, Labour force, Work force and etc. have been collected from different department's journals and other sources.

Historical Background

The role of labour mostly comes in the picture at the time of British Colonialism when the industrial revolution started in India. But their condition was very bad because of British exploitation. They treat them like property, paid fewer wages. They were deprived of their right but it gave benefits to Britishers because of cheap labour. This did not only affect the Indian labours but also to the British Parliament as competition increased to British textiles in the export market. So the British Parliament passed the Factories Act of 1883 which deal with their basic rights like eight hour of work, child labour abolition, and extra wages for extra work. After then the journey of labour laws started and various Acts passed by the Britishers such as labours such as Workmen Compensation Act 1923, Mines Act 1923, Forced Labour 1930, Payment of Wages Act 1936.

When India got independence then government provide various new rights to labours which provide them with equality and increase their social status. Today our Labour legislation currently deal with 44 central laws and more than 100 state laws. There is a separate act for every separate right of labour like industrial Disputes Act, 1947, Trade Union Act, 1926, Minimum Wages Act, 1948, Factories Act, 1948, Equal Remuneration Act, 1976 Apprentices Act 1961, Payment of Bonus Act 1965, The Mines Act 1952, laws related to Maternity Benefits etc.

Labour policy of India

Labour policy of India comes from Part IV of the constitution which is the Directive Principle of State Policy which is based on certain fundamental principles such as:-

Social Justice-

Our legislators at the time of making law try to provide social justice which means equal distribution of profits between industrialist and labours. Because there is a huge gap between rich and poor and most of the

population covered by the poors so if this gap fill then India will emerge as the developed country. It is social justice which provides minimum wages, safety, health facilities to labours.

Social Equity

Labour laws of India follow the principle of social equity which means to fill the gaps in-laws as per the requirement of society. This power of changing the law according to the circumstances is taken by the government which passed new Acts and make amendments in old Acts like recently our lawmakers passed code wage Act 2019.

International Uniformity

Another principle on which our labour laws are based is International Uniformity. The role to check whether any law follows this principle or not, is checked by the International Labour Organization (ILO). Its main aim is to remove injustice to improve the working conditions of labour and provide equality.

Review of Literature:

1. D.Jeevan Kumar (2022), “Labour Market Recovery goes into Reverse: ILO”, the major findings are labour incomes have not yet recovered for the majority of workers. The gender gap in hours worked also grew during the Pandemic. Southern Economist, Vol: 61, No.4. ISSN: 0038- 4046.
2. Vijaya Lakshmi .V. (2022), “India’s Unemployment crisis”, Govt. needs to take actions to create jobs. Creating to opportunities in village cluster’s can encourage rural youth. To find job in their village or neighboring villages. Such action would ensure employment for rural youth & reducing unemployment. Southern Economist, Vol: 61, No.2. ISSN: 0038- 4046.
3. Vijaya Lakshmi. V.(2022), “ Employment woes : argument” RUDSET model has proved to be effective and hence has been included in all districts of the country. Employment generation necessary for effective growth of the economy. Southern Economist, Vol: 61, No.13. ISSN: 0038- 4046.

4. Vrinda V Chandra, Raji Prasad and T.V. Usha devi (2022), “Plight of migrant workers in India”, Internal migration plays a key role in the socio- economic development of major cities in India. In the existing scenario of the Covid – 19 outbreak also, migrant labours are a section of people who did not get justice. Southern Economist, Vol : 60, No.23. ISSN: 0038-4046.

Year –Wise Population in India

Table – 1 shows year-wise population in India. In the year 2010 to 2011 population growth rate was 1.37 %. It declined to 1.34 percent in the next year. In the year of 2015 to 2016 growth rate was constant at 1.19 percent and in the year of 2021 to 2022 growth rate was 0.68 percent. It shows that population was increased from year to year but growth rate is declining from 2010 to 2022.

Table - 1
Year –Wise Population in India

S.No.	Year	Population (in Numbers)	Growth Rate (in %)
1	2010	1,240,613,620	-
2	2011	1,257,621,191	1.37
3	2012	1,274,487,215	1.34
4	2013	1,291,132,063	1.30
5	2014	1,307,246,509	1.24
6	2015	1,322,866,505	1.19
7	2016	1,338,636,340	1.19
8	2017	1,354,195,680	1.16
9	2018	1,369,003,306	1.09
10	2019	1,383,112,050	1.03
11	2020	1,396,387,127	0.95
12	2021	1,407,563,842	0.80
13	2022	1,417,173,173	0.68

Source: Statistical Abstract, India.

Year – Wise Workforce population

Table – 2 shows year – wise work force in India. Work force participation rate was increased from 64 percent in 2010 to 68 percent in 2021. It reveals that total fastest growth rate in total population but slow and also some year constant growth rate in work force population in India. Finally from 2010 to 2021 four percent positive growth. It indicates that working age people percentage was increased.

Table - 2
Year – Wise Workforce population in India

S.No.	Year	Population (in Numbers)	Percentage of Total Population
1	2010	793438411	64
2	2011	809037482	64
3	2012	824603950	65
4	2013	840060464	65
5	2014	854999441	65
6	2015	869459756	66
7	2016	884115112	66
8	2017	878694113	66
9	2018	912553718	67
10	2019	925771433	67
11	2020	938586445	67
12	2021	950245567	68

Source: Ministry of Labour & Employment, Government of India.

Labour Force, Work Force and Unemployment rate

Table – 3 shows that Labour Force, Work Force and Unemployment rate in India. In the period of four years LFPR, WPR increased from 2017-18 to 2020-21 expect Unemployment rate. Comparison of rural and urban areas LFPR and WPR is greater than urban areas. Comparison of WPR and LFPR growth rate female percentage is greater than male percentage both rural and urban areas. Unemployment rate was declined from year to year but female unemployment rate fastly declined than male unemployment rate in all categories. It reveals that population of working age people was increased and also majority of the people get employment by different sources, because of Government introduce employment programmes for skilled and unskilled people it causes to increase employment activities and it leads to declined unemployment rate in India.

Table - 3

Labour Force Participation Rate, Work Force Participation Rate and Unemployment Rate in India

Rates	Rural			Urban			Total (Rural+ Urban)		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
2020-21									
LFPR	57.1	27.7	42.7	58.4	18.6	38.9	57.5	25.1	41.6
WPR	54.9	27.1	41.3	54.9	17.0	36.3	54.9	24.2	39.8
UR	3.9	2.1	3.3	6.1	8.6	6.7	4.5	3.5	4.2
2019-20									
LFPR	56.3	24.7	40.8	57.8	18.5	38.6	56.8	22.8	40.1
WPR	53.8	24	39.2	54.1	16.8	35.9	53.9	21.8	38.2
UR	4.5	2.6	4	6.4	8.9	7	5.1	4.2	4.8
2018-19									
LFPR	55.1	19.7	37.3	56.7	16.1	36.9	55.6	18.6	37.5
WPR	52.1	19	35.8	52.7	14.5	34.1	52.3	17.6	35.3
UR	5.6	3.5	5	7.1	9.9	7.7	6	5.2	5.8
2017-18									
LFPR	54.9	18.2	37	57	15.9	36.8	55.5	17.5	36.9
WPR	51.7	17.5	35	53	14.2	33.9	52.1	16.5	34.7
UR	5.8	3.8	5.3	7.1	10.8	7.8	6.2	5.7	6.1

LFPR: Labour Force Participation Rate, WPR: Work Participation Rate and UR: Unemployment Rate.
Ministry of Labour & Employment, Government of India.

Source:

Distribution of Workers in India

Distribution of Workers in India shows in Table – 4. Comparison of 2017-18 to 2020-21 male workers in rural areas, self employed persons increased from 57.8 percent to 59.7 percent, regular wage employees declined from 14 percent to 13.6 percent and as well as casual labour percentage declined from 28.2 percent to 26.8 percent. Male workers in urban areas, self employed percentage increased from 39.2 percent to 39.9 percent, regular wage earners declined from 45.7 percent to 45.3 percent and casual labour percentage declined from 15.1 percent to 14.9 percent.

Comparison of 2017-18 to 2020-21, female workers in rural areas, of this self employed percentage increased from 57.7 percent to 64.8 percent, regular wage earners declined from 10.5 percent to 9.1 percent and casual labour percentage declined from 31.8 percent to 26.2 percent. +In urban areas, self employed percentage increased from 34.7 percent to 38.4 percent, regular wage earners declined from 52.1 percent to 50.1 percent and casual labour percentage declined from 13.1 percent to 11.5 percent.

Table - 4
Percentage Distribution of Workers in India

Year	Male			Female		
	Self Employed	Regular Wage	Casual Labour	Self Employed	Regular Wage	Casual Labour
2020-21	Rural					
	59.7	13.6	26.8	64.8	9.1	26.2
	Urban					
	39.9	45.3	14.9	38.4	50.1	11.5
2019-20	Rural					
	58.4	13.8	27.8	63	9.5	27.5
	Urban					
	38.7	47.2	14.1	34.6	54.2	11.1
2018-19	Rural					
	57.4	14.2	28.3	59.6	11	29.3
	Urban					
	38.7	47.2	14.2	34.5	54.7	10.7
2017-18	Rural					
	57.8	14	28.2	57.7	10.5	31.8
	Urban					
	39.2	45.7	15.1	34.7	52.1	13.1

Source: Ministry of Labour & Employment, Government of India.

Distribution of the Work Force

Table – 5 indicates that Distribution of the workforce across economic sectors in India. The workforce was depending upon three sectors i.e. Agriculture, Industrial and Service sectors. In the year of 2009, above 50 percent of people main occupation was agriculture sector and remaining 50 percent i.e. 21.9 percent and 26.41 percent depend upon industrial and services sectors respectively. In the year of 2015 some changes in the pattern of workforce i.e. 45.26 percent depend upon agriculture sector, 24.45 percent depend upon industrial sector and remaining 29.66 percent depend upon service sectors. In the year of 2019 out of total workforce 42.6 percent people depend upon agriculture sector, 25.12 percent depend upon industrial sector and remaining 32.28 percent people depend upon service sector.

It reveals that from the period of ten years pattern of workforce was changed that is the workforce was changes from agriculture sector to service and industrial sector it indicates that our country was moves developed country. But still majority of the people main occupation is agriculture sector in India.

Table - 5
Distribution of the Work Force across Economic Sectors in India

S.No.	Year	Agriculture	Industry	Service
1	2019	42.6	25.12	32.28
2	2018	43.33	24.95	31.72
3	2017	43.93	24.86	31.21
4	2016	44.56	24.74	30.7
5	2015	45.26	24.54	30.2
6	2014	45.89	24.45	29.66
7	2013	46.5	24.37	29.13
8	2012	47	24.36	28.64
9	2011	49.26	23.49	27.53
10	2010	51.52	21.81	26.68
11	2009	52.5	21.09	26.41

Source: Ministry of Labour & Employment, Government of India.

Problems faced by laboures

- Lack of Unity among laboures
- Lack of Good Leadership
- Limited security and Welfare measures
- High involvement of Mediators
- Gender discrimination
- Lack of Knowledge and awareness of work
- High Illiteracy
- Low wages
- Lack of training
- Lack of Facilities, Sanitation at working place
- Lack of Employment
- Indebtedness
- Low government Involvement
- Unsatisfied labour laws and legislations

Suggestions

- Proper implementation of rules and regulations
- Improve credit facilities
- Enhance government intervention to improve their living standards
- Remove gender discrimination at work places
- Improve training facilities and modern technology
- Maintain minimum wages
- Implement proper facilities and sanitation at work place
- Enhance employment opportunities to skilled and unskilled laboures
- Remove Mediators at all stages

References:

1. D.Jeevan Kumar (2022), “Labour Market Recovery goes into Reverse: ILO”, Southern Economist, Vol: 61, No.4. ISSN: 0038- 4046.
2. Vijaya Lakshmi .V. (2022), “India’s Unemployment crisis”, Southern Economist, Vol: 61, No.2. ISSN: 0038- 4046.
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