



Research Article

LABOR WELFARE AND EMPLOYMENT POLICY IN INDIA

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ARTICLE INFO	ABSTRACT
<p>Received 05th January, 2015 Received in revised form 08th February, 2016 Accepted 10th March, 2016 Published online 28th April, 2016</p>	<p>This paper includes employment policies based on the labor welfare and I basically emphasized on laborers working in industrial sector which comes under organized one. There are basically 2 categories of employment in India- Organized and Unorganized, former one includes regularized pattern of production and employment and providing certain benefits under schemes formulated by central and state government, while latter one consists of casual and self-employed workers largely employed in private sector and does not get such security or benefits. Labor force whether educated or illiterate is increasing day by day in both formal and in-formal sector. Labor welfare is an important process, it is essential to provide safety and other welfare arrangements and security against economic fear which is an urge of workers and employees through ages, therefore it is a two way process government and factory owners must understand the labor wants and labor should also understand their responsibilities and duties. Emergence of trade union movement after 1st world war due to industrial expansion there was huge amount of Industrial strikes and it acted as impetus for strengthening and expansion of employer organization, however various kinds of protests are done by trade unions for protection of rights of workers and problem of workers. Trade unions in India are different from west because they are regulated by some political party many a time, in-fact some strikes are done in factory due to their interference. Establishment of labor legislations provides social justice and has great impact on Industrial relations system. <i>I in this paper deals with central argument that what are the reasons for various kinds of protests ongoing on the basis of violation of worker rights, why there is a conflicting relation between employers and employees, what are the various labor problems with regard to income, employment etc, why there is a quest for protection of rights even if social security schemes are being established, what is the reason of informalization of labor and emergence of working class movements.</i></p>
<p>Keywords: labor, welfare, employment, industry</p>	

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INTRODUCTION

Employment is main source of livelihood and self-fulfillment for men and women, a well nurture and productive labor force contributes towards dynamic economy and equitable society. Increase in economic growth of India since two decades providing a challenge to good quality and remunerative employment. Over half of the workforce continues to depend on agriculture accounting for less than one fifth of GDP. The main reason for it is lack of opportunities of employment outside agriculture.

More number of workforce employed in unorganized and informal sector as comparison to organized sector which experienced low intensity of employment and output growth. This is because of increased number of unemployment in organized sector like the total % of employment opportunities

was 223.05 lakhs in 1980 and rose to 263.53 lakhs in 1990. 40.48 lakhs (18.15%) employment opportunities were generated in the decade before globalization of Indian economy in organized sector while in post globalization period level of employment opportunities rose from 267.33 lakh to 281.13 lakhs in 9 periods of time (1991-1999).

This shows an increase of 1380 lakhs employment opportunities and in post-globalization phase only 5.16% employment growth was registered in period 1991-99. And in last 2 years 1998 and 1999 no increase in employment was registered. (Mathur and Raikhy PS, 2013). New jobs being offered by the organized sector are informal in nature people are working in poor conditions of work, lack of organization and security.

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Framework for Employment Generation

Every society has a host of human needs that are not met fully in a balanced manner to each and every individual like needs for better future, security, income, health, education, luxury, travel etc. The un-fulfillment of these needs leads to steps taken for employment generation. Every society also include some unutilized and underutilized resources like technology, skill, money, values, information, organization that are ought to control to meet those needs. On the other hand land and water productivity are very low in many developing countries like the irrigation of cotton needs to consume 30% of water and five times as much land per unit of cotton produced in comparison to other developed countries like California using crop management technique for the same. There are no limitations on expansion of capacity for development and employment generation in any society. Every society provides employment as a primary mean to its citizen to achieve and maintain economic security and to ensure gainful employment. Every Nation has an obligation to guarantee access to gainful employment to all citizens. Employment should be made a constitutional right but it does not mean at all that state should provide employment to every job seeker but it should modify and formulate its policies to make the structure of system to meet this objective. Thus the number of jobs and level of employment in any given society is regarded as a function through which the political, social and economic system is able to control available resources to meet human needs.

The notion that technological advancement of societies increase it creates more unemployment in society is not at all supported by facts because like In United States one of the most technologically advanced nations of world has increased the number of people employed since 1990 and has a higher percentage of population employed today in past few years and it is also true that it can create more jobs in other fields related to scientific, industry based, education, manufacture and repair. On other hand the higher paid jobs due to technological advancement further increase the demand of people for more goods and services and it also creating jobs in unrelated sectors of economy.

According to (Government of India, 2012- Human Developmental Report)- "A report by the International Commission on peace and food in early 1990's confirm the potential to generate the employment opportunities to all new entrants to the workforce and to cover both areas of unemployed and underemployed. The report argues that the labor force suffers from the shortage of employment and employable skills at all levels and formulation of the vocational training centers for teaching various skills to these unemployed people will act as stimulus to both employment and self-employment generation. NSS (National Sample Survey) data on employment is based on distinction between the principal and subsidiary status of activity as well as whether person is usually engaged in activity, thus a person is classified as usual principal status according to activity and non-activity on which person spent a relatively longer time of preceding year. Activities divided among 3 broad categories-

- Working/ Employed
- Seeking/ available for work
- Not in labor force."

According to National Employment policy (*NEP, IST DRAFT 8 AUGUST, 2008*) "it is therefore important to work towards the goal of decent and remunerative work for all men and women and seeking such work in conditions of freedom, equity, security and human dignity"

Objectives of national employment policy are-

- Accelerating the employment growth in organized sector.
- Improved quality of jobs in terms of working conditions, wages, protection of workers in unorganized sector.
- It is required to ensure that the growth process should be inclusive and equitable as being emphasized in various national plans like 11th year plan.
- The level of wages and the minimum wages are the two variables that the policy must consider.
- Environment conditions of the working sector and supportive structures must be created to ensure the increase productivity with the increase of number of participants in domain of social and economic activities.
- Policy should implement the quality employment growth in informal sector as per the increased number of labour force working in unorganized sector.
- Employment policy must enhance their coverage from the wage and salary based employment to the sector of self-employed as large population of female labor force engaged in home based work or production of goods.
- Implementation of National Rural Employment Guarantee Program for creation of productive employment with planning and technical support and convergence of rural infrastructure works. (*NEP,IST DRAFT, AUGUST, 2008*).

Labor Problems- There are various problems of labor, workers had to face like problem of migration, recruitment-direct or through contract, absenteeism due to illness, night-shifts, alcoholism, litigation, industrial accidents etc., problem of Industrial disputes, problem of wages, low living standard, health and extremely bad and deplorable working condition, low living standards.

Industrial dispute defined as conflict of opinion between management and workers on term of employment, may be a disagreement between employer and employee representative usually trade union, when such kind of dispute occurs both parties tries to pressurize each other. From the point of view of employer an industrial dispute resulting in stoppage of works means loss of production and profits and he has to compensate his customers he may have contracted for regular supply and for the employee it entails loss of income, suffering from personal injury, threat of loss of employment. Marxist perspective on view of industrial relations focuses on fundamental division of interest between labor and capital and sees workplace relation against this background. Conflict in employment relationship is reflective of the structure of society and conflict is inevitable and trade unions are natural response of workers towards exploitation by capital. Industrial relation system consists of

Employer-who possess certain rights, they have right to hire as well as fire, to relocate changes, merge or close the factory and introduction of technology, Employee- They exchange their views to management and raise their voices against certain grievances, sometimes they unite to form unions in order to get support, Government- central and state government regulates employers and employees relation by formulation of certain laws, legislations, rules, agreements, it sometime includes third party or tribunal court. Employee and employer are closely tied into the relation of labor and management respectively in order to run an industry. As per section 2(k), Industrial dispute act, 1947, Government of India)

Labor Welfare The labor sector of Indian economy consists of 487 million workers, second largest after china having 795 million. Out of these 94% worked in Un-organized enterprises (vendors, gem polishing etc) and organized sector includes workers employed by the government, state-owned enterprises and private sector. In 2008 organized sector employed 27.5 million workers out of which 17.3 million worked for government or government owned entities. (Planning Commission of India, 2010).

The Encyclopaedia of Social Sciences) defines Welfare_as “voluntary efforts of employers to establish within the existing industrial systems, working and sometimes living and cultural conditions of employees beyond what is requires by law, customs of industry and conditions of market.” In the era of industrialization and emergence of factory system each of the worker are subjected to certain norms and codes of discipline, along with this women and children also started working in factories which resulted in disruption of peace and happiness of workers life and they were getting lower wages in place of their hard work in factories, emergence of factories and improvement in communication and transport system attracted the rural force to migrate from villages for employment overcrowded factories, the situation was appalling.

In the development of welfare, International Labor Organization in 1919 was established under the official support of United Nation. According to ILO Labor Welfare is a broad field and it cannot limit to any single industry or occupation. In the resolution of 1947, ILO determined the clear objective of welfare to provide both internal and external facilities precisely with in the industrial unit and as well as outside the unit like accommodation and transport facilities. The ILO recommendation no.102 concerning welfare facilities for workers are as follows-

- Facility of food and meals
- Rest and recreation facilities (excluding holidays)
- Transportation facilities of to and from the place of work where there is inadequate public transport.

The committee on labor welfare set up by Government of India in 1968 comprises of medical and sanitation facilities, recreation, accommodation, canteens, social security measures to ensure protection, various kinds of benefits and improving the conditions under which workers are employed. The Labor Welfare has a three fold content- as *Relative* concept it varies according to time, place, region and industry, as *Social* concept

it belongs to worker his/her family, community as whole and as *Total* concept it comprehends individual mental, moral, physical and emotional well being.

Labor Laws- they are also known as employment law which is the body of laws, administrative rulings and precedents which address the legal rights and restrictions of working people, and it mediates many aspects of relationship between trade unions, employee and employer. In India labor laws related to unionized workplaces have been distinguished from particular individuals but in most countries there is no such distinction. There are 2 types of labor laws- 1. Collective consist of tripartite relation among employee, employer and union, 2. Individual concerns for employee right at work and through the contract of work. Labor laws arose due to demand of workers for improvement of their conditions, right to organize and right to work without a union, and simultaneously demand of employers to restrict power of many organization and working on low wages. The state of labor law is therefore both the product and component of struggles between different interests in society. Labor legislation in India grew with the growth of industry. In 18th century Indian was not only agricultural economy but a manufacturing one also. Through ages Indian has been providing raw materials to European and other countries. British government policy was to make India subservient towards the industries of Great Britain and to grow large amount of raw materials (As it is happening now in Cotton Textile Industry, There is more cotton exportation than Import, Mumbai became the commercial capital of exporting cotton after processing it from Panchbhuj cities i.e Pune, Ujjain, Sholapur, Indore, Mumbai itself). Opposing to British oppression there was emergence of Nationalism, in 20th century national movement demand for Indian goods, the non-cooperation movement synchronized with the periods of economic crisis gave impetus to Industrialization and also Indian economists demand for free trade of local goods. Thus now Planned Industrialization became our main goal for example-plantation industry in Assam, where methods of recruitment of employees was through professional recruiters, number of laws passed for regulation of recruitment, legislations protecting the interest of employers and safeguarding the interests of workers. Labor laws therefore enacted to facilitate their solutions as civil laws are inadequate to meet them. Various states had adopted a progressive policy and keeping pace with government of India and standards of ILO. (Gupta, Abhishek, 2013) After independence, labor legislations have formed the basis for industrial relations and social security, (Gupta, Abhishek, 2013), therefore various interventions made like working conditions of labor now governed by Factories Act of 1948 provides 48 hour week for adult workers and prohibition of children working in factories below 14 years and minimum standards of electricity, security, health and welfare services. The payment of Wages act, 1936 and the minimum wages act, 1948 regulate the payment of wages and fixes minimum wage payable to a factory worker and also how and when wages must be paid and Weekly Holidays Act, 1942. Industrial Disputes Act, 1947 securing the industrial peace and harmony by providing machinery and procedure for investigation and settlement for industrial disputes by negotiations. This act applies to every industrial settlement like

business, trade, manufacture irrespective of workers employed in an industry. Contracted labor, part time employees, any manual, skilled and non-skilled, clerical, operational and supervisory work is covered by the act. The payment of bonus act, 1965 requires employers to pay a minimum bonus regardless of profits. The contract labor act, 1970 provides for the regulation of employment of contract labor in certain establishments and for its abolition in certain circumstances. Work committees set up in industrial establishments employed one hundred or more workers. These committees involve representatives of employers and employees offering a negotiating forum at factories level.

Employees Pension Scheme, 1995 according to this scheme 50% of pay is payable to the employee after his/her retirement after 33 years of completion of job. A minimum service of 10 years is required to get the benefit of pension. The Ministry of Labor and Employment in order to ensure welfare of workers in the unorganized sector including weavers, fisher-men, leather workers enacted the unorganized workers social security act, 2008 which formulate various security schemes covering aspects like life and disability, health and maternity benefits, old age protection. Social security provisions and enhancing welfare for unorganized sector workers like Rashtriya Swasthya Bima Yojana for BPL families in unorganized sector launched on 1st April, 2008. Benefits under this scheme include hospitalization expenses, taking care of illnesses like maternity benefits, transportation cost. The unorganized Worker's Social Security Rules, 2009 under the act have been notified and the National Social Security Board has been constituted and labor welfare funds have also been created for various workers.

There are 2 types of social security- Social Insurance and Social assistance. Insurance is financed through the contributions by employee, employer and state and provided under conditions of accidents, sickness, disablement and old age. Assistance is to give support to poor and needful person and assistance is financed by general revenues of the state. These schemes provide support in times of unemployment, illness, disability, death and old age. Public support systems for social security in India provide support in tune with the trends of urbanization and workplace migrations. The dependence on these schemes varies as per the need and the income status of workers.

Administration of Employment Provident fund and Miscellaneous Provisions acts 1952 (EPF and MP) are some by the government of India through the Employees Provident Fund Organization (EPFO). Cash benefits under the ESI act are administered by the Central Government through Employees State Insurance Corporation (ESIC) whereas State governments and union territory Administration provide medical care under the ESI act, 1948. Employment Provident fund have separate fund for workers employed in coal mines and tea plantations in state of Assam and for seaman. The Employee State Insurance Act applies to perennial factories using power, it also provides for medical care, cash allowance during sickness, maternity and employment injury and pension for dependents on death of a worker because of injury. The

employee provident fund covers about 131 countries and employer have to contribute a fixed percentage towards a fund for which the employees make a matching contribution. The Payment of Gratuity act 1972 is administered by Central Government according to this act employees in factories, mines, oilfields, plantations, ports, railways, companies or shops are entitled to gratuity. This act enforces the payment of gratuity a reward for long service as a statutory retiral benefit. Every employee irrespective of his wages is entitled to receive gratuity if he has rendered continuous service of 5 or more than 5 years.

Workmen's Compensation Act, 1923 being administered by state governments and it provides compensation to the workers in case of injury and accident arising out of and in the course of Employment and resulting in disability or death. According to Schedule (ii) persons employed in factories, mines, plantations, construction works and other hazardous occupations comes under this act. Minimum compensation rates for permanent disablement and death have been fixed at Rs. 90,000 and Rs. 80,000 respectively and maximum can go up to 4 to 5 lakhs.

Trade Unions

These are voluntary organization of workers as well as employees formed to promote and protect interest of its members. These organizations may improve relation between employers and employees. Trade unions are there to maintain or improve condition of their employment, negotiation of wages, work rules, complaint procedures, firing, Promotion of workers, benefits, workplace safety and policies. Originated in Europe trade unions became popular in many countries during industrial revolution when many workers were mistreated and underpaid. Trade Unions include student, unemployed, worker, professional etc. The earliest known trade unions in India were *Bombay Mill-hand's association* formed in 1890, NARAYAN MEGHAJI LOKHANDE secretary of Deccan Phulmali Community of Bombay who formed Bombay's workers conference in 1884 to campaign for a stronger factory act. This conference was succeeded by the establishment of Mill-Hand's Association with Lokhande as a president agitated for shorter hours of work and improved working conditions it was more of a welfare organization than trade union because there were no funds, rules or regulations and it collapsed with the death of Lokhande in 1901.'

Trade Union Act of 1926 gave legal status to trade union and provides contribution for growth. There are various National Level Labor Organization like INTUC (Indian National Trade Union Congress), AITUC(All India Trade Union Congress) and CITU(Centre of Indian Trade Unions) etc. In India trade union movement is divided on political lines. Trade unions had a combined membership of 24,601,589 in 2002. There are 12 central trade unions organizations recognized by Ministry of Labor in 2008.

There are many protests of trade unions and workers in opposition of violation of their rights like in case of Maruti Suzuki workers in India for instance (South Asia Labor Activists Diary, 27 June 2013) *International Commission for Labor Rights* released the report entitled- "*Merchants Of Menace: Repressing workers in India's new industrial belt,*

Violation of Workers and Trade union Rights at Maruti Suzuki India Ltd”.

The protests was in demand of release of 148 workers who have been jailed for past 16 months on murder and other frame up charges and reinstatement of 2300 workers whom the company arbitrarily sacked in September 2012. India's largest car maker Maruti Suzuki used a company instigated altercation at its Manesar plant on 18 July 2012 in which Human Resource Manager Awanish Kumar Dev was killed to mount on all out campaign to smash resistance to its brutal cheap labor work regime supported by Haryana congress party and State Government. Workers continue to be denied the right to bail and a fair trial with expediency. Releasing the report at the press conference the president of ICLR International lawyer Jeanne Mirer said “The government of India must ensure that the state of Haryana as well as Maruti Suzuki must respect the labor rights including freedom of association and collective bargaining under ILO conventions 87 and 98 and core civil rights of speech, protest, freedom from arbitrary detention and torture conducted by police” The delegation including Labor lawyers and labor rights experts from US, Japan, South-Africa, India met to these workers and their families, organizations like Trade unions and come up with various issues raised by labor in response to management like

- Physical and psychological strain associated with having to produce one car approximately every 45 seconds.
- The lack of adequate rest time for meals and bathroom breaks
- A wage structure, where half of monthly pay based on productivity and even taking a sick leave will cost workers a quarter of this discretionary pay. Moreover MSIL (maruti Suzuki India limited) management bought “bouncers” into the work place dressed as workers to instigate violence and in opposition of MSWU (maruti suzuki workers union). In this case police subjected the family members of workers to extensive harassment and beatings as a mean so that the workers themselves can surrender.

The labor Department has been ineffective in ensuring the rule of law and the police have transgressed their powers in ways that amount to inappropriate interference in industrial disputes and failed to act to produce industrial peace between workers, union and management. Precisely the basic issue is the Management's refusal to allow formation of a union worker's choice and government of Haryana abandoning its impartial third party role in labor disputes. Industrial labor in India should engage all large and small industries settlement, however there is separate team used for organized workers in Industries covered under Factories Act excluding cottage industries workers. Industrial labor is only about 3% of total working population constituting 25 percent of workers engaged in industries. The position of labor welfare in India recently affected trade union organization, as large number of people employed in factories are uneducated, they left their traditional occupations and migrated to Urban places, therefore they don't know themselves their own problems and how to deal with it, In India Industrial labor is divided on the lines of religion,

language and caste, there is no unity among people, therefore weakening of trade union organization. (Gupta, Abhishek, 2013)

Emergence of Contract Labor in Industries

Liberalization and Globalization introduced change and increase competition among industries, in order to compete in this market driven economy industries requires flexibility in managing manpower but the rigid labor laws and welfare schemes creating many hurdles in smooth functioning of industries whenever the strikes or protests driven through workers. Contract labor can be distinguished from direct labor as contract labor workers are hired by contractor who in turn is compensated by establishment. Due to increase employment of contract labors there is formation of labor unrest. The most recent form of industrial unrest had been witnessed in Maruti Suzuki one case where workers turn into riotous and 1000 of workers including officials suffered from serious injuries. The section of contracted labor do not have any other benefits as well as security schemes rather they have to face abusive behavior of the permanent workers i.e Direct Labors as well as they even don't get any support of trade unions.

The practice of employing contracted labor is very prevalent in recent times in different occupations including skilled, semi-skilled and unskilled work. Contracted labors were considered as exploited section because of lack of organization and in-fact Whitley Commission in 1860 recommended the abolition of contract labor and then in Second Five Year Plan planning commission stressed the need of improvement in working conditions of labor force and they planned not to abolish it properly but making it practicable by ensuring provision of essential amenities and payment of wages. Finally then The Contract labor (Regulation and Abolition) Act, 1970 passed by both houses of parliament and came into force from 10th February, 1971. (Planning Commission of India, 1975) and it also mention establishments of Central and State advisory Contract Labor Boards by the central and state Governments on matters arising out of administration of the act (section 3 and 4). The contractor should have a license and required to pay wages to workers and this act was enacted to protect and safeguard the interest of labor. So in India the very notion and formation of contracted labor is itself problematic.

Working class movements in 21st century_In the era of globalization there were 3 phenomena took into consideration for understanding labor movements first phenomena is the formation of flexible labor market which can be regulated by neo-liberal policies. It had been shaped in a way to take away all the rights of workers and legal security, at the same time the existing permanent and formally employed labor were retrenched on a large scale. Under the new laws and regulations workers could not even raise their voices. Second phenomena was the rise of global markets there is free flow of capital at global level and it roam around the world and increase the exploitation of raw material and cheap labor. In this situation it was difficult to implement anti-labor policies in this large scale production as long as labor population was organized at large scale at factory level. The third big phenomenon was the revolution in field of information technology which in turn

increase more and more capital accumulation and free flow of capital anywhere in search of cheap raw material and labor. Now there was no need to form a commodity in one single factory for eg- If Nike gets the cheap labor and raw material for shoe-sole in Indonesia, cheap production of laces in Turkey, leather body in Mexico and cheap labor skilled in assembling all these parts then it would set up 4 factories instead of one. The Trans-National corporations become dominant worldwide after the decade of 1980's. Nobody cares about the labor laws and sometimes they connected to contractors who can hire again the labor force (bonded labor) to get the work done at any cost and when the work is done in this manner the capitalist is freed from troubles of union and their workers protest. These 3 phenomenon leads to the In-formalization of labor which depriving the labor from permanent and secured wage employment, putting workers under the category of casual workers and direct wagers. There is existence of huge informal sector in economy like establishment of various factories which do not came under any law or government regulation. 98% of workers working under these enterprises are not on permanent basis. This in-formalization is not only the part of unorganized sector but it also present in organized sector (Sinha, Abhinav, 2013).

The informal sector includes all un-incorporated private enterprises owned by individuals and households engaged in the same and production of goods and services operated on proprietary or partnership basis with less than 10 years. (Chapter 2 NCEUS, report on definitional and statistical issues relating to the informal economy, Government of India, 2008). The working class in informal sector have no right to enjoy any security schemes, protection of labor laws etc.

(Sinha, Abhinav, New forms and strategies of working class movement and resistance in era of globalization, 2009) "Jan Breman is the leading historian who wrote many articles and books on Informal working class and by putting Marx into consideration he did the dialectical analysis of the phenomena. According to him the emergence of such an informal economy in Indian capitalist sector is natural and the working class emerged from it is not backward, pre-modern and primitive, they are multi-skilled, having tremendous internal mobility, no lack of class consciousness in it and they are radical. He also writes that 93% of working laborers are in unorganized sector and remaining 7% in organized, three-fourth of which are contract or daily wagers and even if they are permanent they are not organized in any union."

Quoted by (Sinha, Abhinav, 2009) "Marx explains that along with the increasing accumulation of capital, the capitalist increases the constant capital (Investment on technology and machinery) due to which there is unprecedented increase in productivity of variable capital and increase in production of surplus value. He also shows that with different cycles of capital accumulation the size and nature of relative surplus population also keeps on changing. Marx has described 4 types of relative surplus population- floating, latent, Stagnant and pauper. The third category the stagnant forms a part of active labor army, but with extreme irregular employment. It consists of maximum working time on minimum wages. Its extent

grows as with extent and energy of accumulation, the creation of a surplus population advances". (Page 602, Capital volume I, Karl Marx, Moscow, 1974).

In order to get rid of all these above discussed problems of in-formalization there is a need of building of neighborhood and occupational trade unions which will organize workers employed in different trades and also unemployed workers. So that it organized the factory based struggles in a new form. Neighborhood based unions defends the economic interests of the working class and organizing it as a class against onslaught of capital. They can also work upon the number of rights like housing problems, medical facilities, drinking water, sanitation, education for workers children etc. (Sinha, Abhinav, 2009).

Workplace policies and procedures- there is a need of effective workplace policies in today's world because of changes occurring in legislation, regulation and codes of practice, for example the changes in industrial relations legislation there is emergence of workplace issue of discrimination, work-place rights, unfair dismissals that should be covered by effective policies. Workplace policies are statements of principles and practices dealing with ongoing management and administration of organization. Policies may act as a guiding framework how the certain organization deals with its operations, issues and how to respond to certain requirements of their employees. Policies should be reasonable and employee should aware what the policy is trying to achieve. Procedures in policies try to explain how to perform task and duties. Workplace discrimination, bullying and harassment is an emerging workplace issue, the fair work act 2009 has a provision for complaints to the fair work ombudsman, complaints then get further investigated and there is protection provided for anti-discrimination legislation and human rights legislation. (NSW government, Industrial Relations)

CONCLUSION

I have discussed the employment policies, generation and benefit schemes of government for betterment and upbringing of workers, for welfare of labor class, and the problem of the labor class. The question arises in my mind is who's responsibility is it to promote the welfare for labor the government or the employer? In my terms both of them goes hand in hand, it is the moral obligation of employer, mill or industry owner to provide social security and welfare to all its workers, to provide various amenities, incentives, bonuses, medical facilities and so on. It is also the role of welfare states to generate and implement schemes on the basis of interest of workers, improving their working conditions. In all progressive countries the workers have their trade unions which safeguard and provide support to workers, they can compel government and employers to implement benefits like recent announcement of government of India to allow for 8.33% bonuses to all industrial workers. At the same time it is also the duty of workers to improve work efficiency and responsible towards their work, employers should treat their workers as co-partners because without their co-operation industry can't meet the effective production or profit. Workers are responsible for the production of wealth. Of their employers or factory owners.

Therefore we can also see that the employment generation and globalization has a negative relation and due to more accumulation of capital there is exploitation of labor and countries in race of capitalism lowering their labor standards to attract foreign capital. Due to the policy of LPG model there has been shift from public to private sector for providing employment. Unemployment has risen in globalised era and voluntary retirement schemes and casualisation of labor has also increased. However state and central governments have formulated various benefits but still the very problem is in its implementation and accession to each and every sector.

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