
SOCIAL JUSTICE FOR THE WORKERS UNDER LABOUR LAWS

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"Until the great mass of people shall filled with a sense of responsibility for each other's welfare, social justice can never attained"

HELEN KELLER

Abstract

"Economic development is a fruit which comes from a tree called industrial development."

Industrial development plays a significant role in the development of economy .industry concern with the utilization of the various factors of production in order to produce goods and services so as to satisfy the human wants. Human are an active factor of production and always a subject of exploitation. Govt. makes various laws in order to provide social protection and social justice to the workers. The rerearch paper provide detailed information regarding meaning of social justice, labour legislation, its objectives, its types.

Keywords: *social justice, labour, labourlegislation, industry, industrial development*

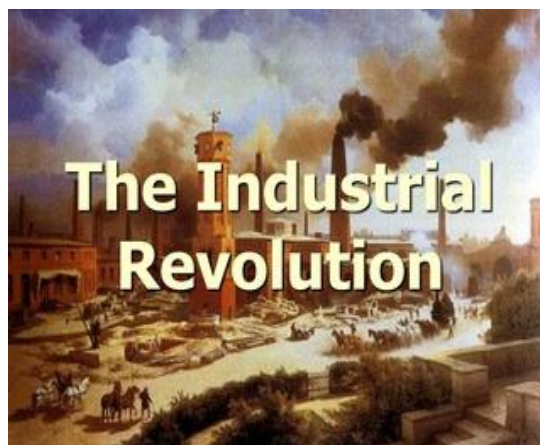
Introduction

Industrial Development play effective role in development of an economy. Higher the rate of growth of industries results into higher rate of development of an economy.

The term industry is defined u/s 2(j) of industrial dispute Act 1947. it is systematic activity carried on co operation of employer & workman for the production , supply or distribution of goods or services with a view to satisfy the need of human/mankind.

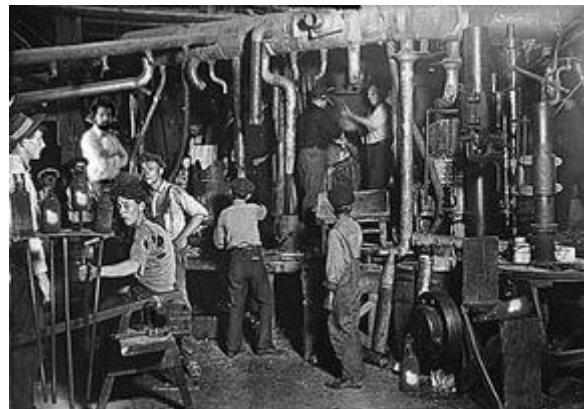
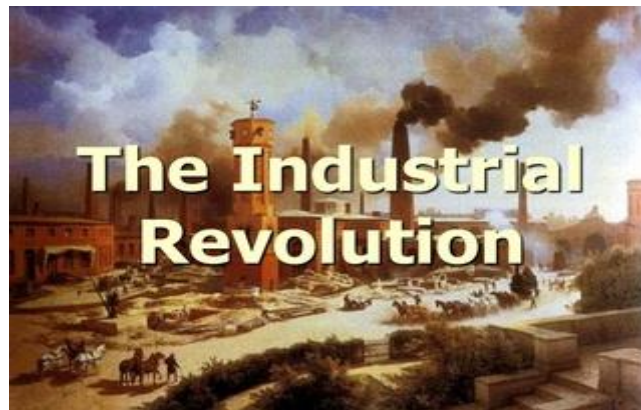
In every industry there are two type of resources i.e. human and non human resources like (machinery, material, money) out of these resources human is most active factor of production because it utilized other factor of production.

Industrial revolution



When the waves of industrial revolution came, it proves golden era for industrial sector but at the same time peace noise for workers. During that phase conditions of workers were miserable. During that phase business are of heavy need of workers especially semi- skilled or unskilled.

Pictures showing the working conditions of workers during industrial revolution.





Situation of Workers during Industrial Revolution.

Working hours	14-16
Wages	\$8-\$10 per week
Working hours for children	14 hours
Wages for children	Less than 5 cents/3 cents

Labour Legislation

Labour Legislation is the product of industrial revolution, which helps workers in attainment of their right i.e. **Social Justice**. It is a wider term that includes all types of labour laws. It is generally enacted by government in order to provide economic and social justice to workers

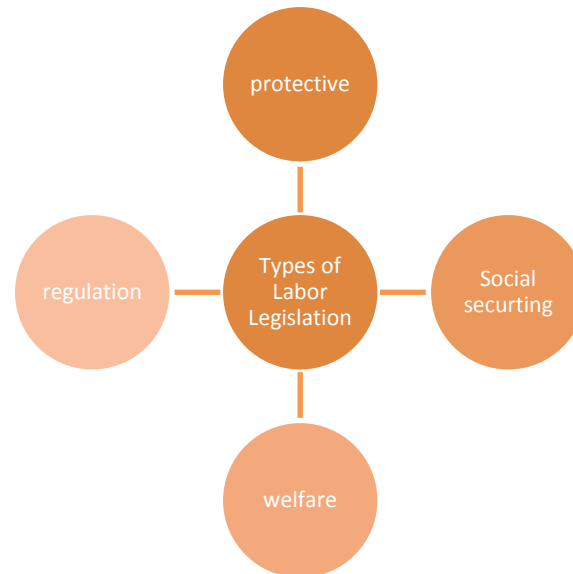
Meaning of Social Justice

Social justice may be defined as system where every human has equal access to opportunities. It focuses on just and fair treatment to all without resorting to discrimination

Objective of Labour Legislation

1. Preservation of healthy, safety and welfare of labor.
2. Maintenance of good relation between employer and employee.
3. Safe-guard the labor from profit seeking exploiters in the cut-throught competitive era.
4. Promote harmony between employers and employee.
5. Provide machinery to solving industrial dispute.
6. Ensuring protection of interest of women and child in factories.
7. Achievement of cordial industrial relation.
8. Strengthen industrial relation.

Types of labour legislations



Protective Labour Legislations:

The legislations whose primary purpose is to protect minimum labor standards and improve working conditions are protective labor legislations. Legislations laying down the minimum labor standards in the areas of work, safety, employment of children and women and also the manner of wage payment come under this category. The Indian labor laws under this category are :

1. The Factories Act, 1948,
2. The Mines Act, 1952,
3. The Plantation Labor Act, 1951,

Regulative Legislations:

The legislations whose primary purpose is to regulate the relations between employers and employees and to provide for methods and manners for settling industrial disputes are Regulative Legislations. This laws also regulate the relationships between workers and trade unions, the rights and obligations of the organizations of employers and workers, as well as their mutual relationships. The laws under this category are as follows:

- 1) The Trade Unions Act, 1926,
- 2) The Industrial Disputes Act, 1947,
- 3) The Industrial Employment (Standing Orders) Act, 1946

Social Security Legislations:

The Legislations which intend to provide social security benefits to the workmen during certain contingencies of life are Social Security Legislations. Though this legislations may cover other classes of citizens also, their primary goal has been to protect the workers. The laws under this category are as follows:

- 1) The Workmen's Compensation Act, 1923,

- 2) The Employees State Insurance Act, 1948,
- 3) The Coal Mines Provident Fund and Miscellaneous Provisions 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.
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Welfare Legislations:

The legislations which aim at promoting the general welfare of the workers and improve their living conditions are Welfare legislations. Such laws carry the term “Welfare” in their titles. The Laws under this category are as follows:

- 1) Mica Mines Labor Welfare Fund Act, 1946,
- 2) Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines labor Welfare Fund Act, 1976
- 3) Beedi Workers Welfare Fund Act, 1976.

All of these laws provide for the funds which are spent on improving the general welfare of workers including housing, medical, educational and recreational facilities.

Conclusion

At last even after framing a number of laws but still there we feel injustice around us. The main reason for injustice is that people are not aware enough regarding the rights provided under laws. The ultimate responsibility to make them aware regarding the rights conferred upon by law is on govt. govt. can make it possible through educational institutions. Educational institutions. Should organize seminars/ rallies so as to make public aware regarding rights. *Social injustice is an evil that need to be killed by a medicine named awareness regarding the rights conferred by law.*

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