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## REVIEW ARTICLE

# **“THE SCENARIO OF SOCIAL SECURITY & LABOUR WELFARE IN POST INDEPENDENT PERIOD AND CONCEPT WITH GLOBALISATION”**

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INTERNATIONALLY  
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# **“The Scenario of Social Security & Labour Welfare in Post Independent Period and Concept with Globalisation”**

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"Since Independence (1947) India has extended formal Social Protection Measures such as old age benefits, insurance, health benefits etc., to the Organized Sector of the Indian Workers."

"Social Security is important for reducing social and economic inequalities and for making direct contributions to the well-being of the poor. Social Security arrangements have long history in India. For example, in Ancient India, several texts, such as Manusmriti, Sukraniti, Yagnavalkya Smriti, and the Arthashastra, contain detailed obligations to be followed by kings and the State for the provision of social assistance to the old, sick, widows and orphans and the blind and disabled.

Social Security is an instrument of social and economic justice as it works for horizontal and vertical redistribution of incomes in the society. A citizen who has contributed or is likely to contribute something to his country's welfare should be given protection against certain hazards. Social Security envisages that the members of a community shall be protected by collective action against social risks causing undue hardship and privation to individuals whose private resources can seldom be adequate to meet them. It covers through appropriate organization to certain risks to which a person is exposed. These risks are such that an individual of small means can't effectively provide for them by his own ability or foresight alone or even in private combination with his colleagues. All the five-year plans of the state emphasized the need for social security schemes. At the beginning of every plan the coverage has been widened and benefit bettered.

Labour welfare is a comprehensive term including various services benefits and facilitates offered to employees by employer. The labour welfare amenities are extended in addition to normal rewards available to employees as per the legal provisions. Labour welfare work is work for improving the health, safety and

general well-being and the efficiency of the workers beyond the minimum standards lay down by labour legislation. Welfare measures may also be provided by the government, trade unions and non-government agencies in addition to the employer. The significance of welfare measures was accepted as early as 1931, when the Royal commission on labour stated. The benefits are of great importance to the worker which he is unable to secure by himself. The schemes of labour welfare may be regarded as a wise investment because these would bring a profitable return in the form of greater efficiency. The concept of labour welfare is flexible and elastic and differs widely with times, region to region, industry, country social values and customs, degree of industrialization and general socio-economic development of people.

The productivity of labour is an essential condition for the prosperity of enterprises and the well-being the workers and their families. While the production facilities at workplace and the remuneration are important, attitudes towards work, and the value placed by the society on dignity of labour are equally important in influencing the productivity of labour. The planning process supports the attainment of economic and social objectives in the labour sector through a set of strategies. The supply of labour is kept in tune with demand through skill development and vocational training. Appropriate conditions at work are ensured by measures taken to promote safety at the workplace and minimizing occupational hazards. A reasonable return on labour is facilitated by labour laws that regulate payment of wages and provision of social security to workers. Situations where the supply of labour exceeds demand by a huge margin can lead to highly exploitative forms of work. Therefore, an effective implementation of the existing regulations relating to prohibition of bonded (forced) labour and child labour and monitoring the conditions of migrant workers is required.

Sixty four years ago, India attained independence and stood on the threshold of progress and innovation. The vision for the country was industrialization through socialism. Thus evolved the massive public sector which, it was believed would create enormous employment opportunities.

The public sector, however, could not meet the demands and expectations of the people and soon, the private entrepreneurs entered the industrial arena, and the local indigenous industries faced competition from the international giants.

#### **Globalization and problem of Indian workers:**

It is said that Globalization would give a big boost to world trade and accelerate economic growth world-wide and in term greatly expand employment opportunities. In India, higher growth rates are achieved, but such growth is capital intensive, and market dominated by Multinational-Corporation which profit-driven labour-saving. Experiences in the past decades show that no growth in employment opportunities have taken place. Commodification of labour is an in evitable result of the thirst for high profit. The market demands that labour also to be subjected to demand and supply theory. The demand for labour can be minimized by adopting by more advanced, labour saving technologies and thus making its price reduced. The result will be cutting of benefits and social security costs of labour. Under globalization regime, State intervention by subsidies in the market is totally out of place and market can have free hand in adopting any strategy to minimize labour costs.

In the new market conditions highest and fastest profits are not from goods producing industries or service sectors giving benefits to people at large but from sectors like communication and information technology. This sector never expects to provide gainful employment on a mass scale. In a situation where state is withdrawing from many of its essential functions can the 'laissez faire' economy be said to be stepping in? In the regime of industrial relations has hire and fire policy come back? These questions pose detailed enquiry.

There is no doubt that the working class is practically the victims of globalization. Some sectors compromised with this change by entering into alliances with more powerful global players and other sectors form a class who do not fit in to the new scheme. Labour comes under the second class and it is inevitable to find a solution to save them from the attack of new challenges.

This work mainly concentrates on impact of globalization on social security of Indian Labour, vis-a-vis how it affects the rights of labour as envisaged in the Constitutions of India and under other laws enacted for ensuring protection and welfare. This analysis includes the efficacy of present legislative framework and the way forward for securing right of

workmen to social security in the changed economic scenario.