

Workshop on Labour Laws in 21st Century

About the Institute:

Mahatma Gandhi Labour Institute was established by the Government of Gujarat in 1979 with the twin objectives of promotion of Industrial harmony and providing social justice to labour. The Institute aims at serving the cause of labour including agriculture labour, women and child labour, self-employed, unorganized urban and rural labour besides employed organized labour in the industrial, service and Government sector.

The principal means of action are: Research, Training, Education and Dissemination of information through Seminars/Workshops.

Introduction about the Workshop:

Globalization and liberalization has forced Government to give serious thought to bring change in existing labour laws. The factor behind this is to attract foreign investment as it is considered that the Indian Labour Laws are most right laws which work as an obstacle toward direct investment. We still follow the IDA 1947, which according to some advance countries and industrialist is a hurdle in the process of industrial development. Government was forced to rethink about the existing labour law and the existing industrial relation policy. Now industries are in favour of hire and fire policy as in some of the developed country. Accordingly Government has brought some change in the existing industrial relation law to bring flexibility in labour market. Second National Commission on Labour Law has brought some reforms in the existing labour law. But the biggest problem faced by Government in implementing hire and fire policy is absence of Universal Social Security Act / Scheme and National Health Insurance Scheme policy. In India still the rate of unemployment and under employment is quite high. In such a situation is it possible to implement Hire and Fire Policy? Under which Act there is provision of VRS? Then also what after VRS? Some of these issues are quite alarming. Apart from that now most of the jobs are contractual in nature. So those employees on contract are deprived of certain legitimate benefit which they should get as employee like gratuity, retirement benefits, leave etc. Out sourcing is another problem. In out sourcing of services it is difficult to establish employee employer relationship and so there is no scope of any type of industrial relation between two parties i.e. employee and employer. As we all know that organized sector is decreasing and unorganized sector is growing. But still there is no any comprehensive piece of legislation to protect then 93% of the total workforce. Looking to the emerging scene it appears that there is a need for another labour movement.

Keeping all the fact a **National Workshop on Labour Laws in 21st Century** has been organized. The objectives of the workshop are:

- 1) State of labour movement in present scenario.

- 2) Applicability law like Contract Labour Law, Maternity Benefit Act, Equal Remuneration Act, Migrant Workers Act.
- 3) Industrial Relations
- 4) Informal Sector & Labour Law.

Participants: Law enforcement officers, Labour law practitioners, Academia, Trade Union Leaders, NGOs.

Guideline for submission of paper:

Participants are requested to submit their papers by 11th March, 2010. The submission of the paper can be in CD form or online at glal@mgliahd.org and lal.geeta@gmail.com.

Mahatma Gandhi Labour Institute will provide accommodation and hospitality. Participants will be paid travel cost maximum for 3 AC or as per entitlement (whichever is less).

For any other detail please contact:

Dr. Geeta Lal
Associate Professor
Mahatma Gandhi Labour Institute
Phone no. 40013712, 40013700