Chapter 7

Conclusion and Suggestions
CONCLUSION AND SUGGESTIONS

The population in India has been increasing by leaps and bounds. However, the mere increase in numbers will not solve the problems of any country provided there is a matching increase in the productive resources. The misfortune of this county lies in the fact that a gap between the two that is its population and its material wealth, has been gradually widening, resulting in the increasing poverty of its people. This has led to tensions in the society, acute problems of industrial relations, law and order problems and all that which goes with hungry stomachs and parched tongues!

The growth of large scale enterprise in every country is an established fact and a distinct working class has arisen everywhere. India is no exception, though the emergence of an industrial working class is increasing day-by-day. It is undeniable that a vast majority of our population has always been and still is dependent on agriculture. For a long time, the surplus village population, consisting of landless labourers and dispossessed cultivators, was absorbed in the cottage industries. But, with the gradual decline of Indian handicrafts and a galloping increase in population, the small-scale industries could not provide adequate and regular employment to the growing landless class.
In any industrial society the question of the welfare of the labour is always of considerable importance. Industries require investment or capital in the form of money, they also need investment of another nature, namely, of human labour. It is the combination and healthy partnership of the two that results in running of the industries. It is not possible to think of an industrial unit without the co-existence and co-ordination of the above two concomitants of an industry.

The concept of labour welfare received inspiration from the evolution of the social thought in regard to democracy and welfare state. Democracy does not simply denote a form of government; it is rather a way of life based on certain values such as equal rights and privileges for all, etc. A wider acceptance of these democratic notions had effects on the concept of labour welfare in various ways. The partnership concept of labour, which grew as a part of the movement of industrial democracy, gave legitimacy to the claims of workers for welfare activities. It led to the belief that workers had a social right to welfare facilities to be provided by employers.

It is assumed that labour welfare is an expression of industry's duty towards its workers. Promoting welfare of its employees and efficient production of goods and services are the twin responsibilities of an industry. Industry is expected to win the co-operation of workers, provide them security of employment, fair wage, equal
opportunity for personal growth and advancement, and make welfare facilities available to them. Labour welfare, in this sense, is not an embroidery on capitalism or the external dressing of an exploitative management. Rather, it is an expression of the assumption by industry of its responsibility for its employees.

Infact, labour welfare measures are not a substitute for wages. It will be wrong to argue that since workers are given a variety of labour welfare services, they can be paid less wages. Right to adequate wage is beyond dispute or substitution. Some employers argue that their workers get profit bonus, production incentives, and dearness allowance in addition to the minimum wage, and therefore, labour welfare services are not necessary. Such an argument equates social welfare with economic welfare, and sees the part as the whole. Whereas no amount of welfare will motivate workers for higher production if wages remain low, high wage rates alone may not generate the organizational climate wherein workers put in their best efforts in production along with seeking self-fulfilment. Rather it is probable that wages will be higher in an enterprise where industrial welfare has been the aim of both employers and workers. It is probable, too, that methods of payment by results are introduced in such enterprise with much less friction than else where.

It is very popular principle that to cultivate is to cultivate efficiency. Even those who deny any social responsibility of industry
do accept that an enterprise must introduce all such labour welfare measures which promote efficiency. It is common experience that workers who are poorly housed or who carry many worries on their minds are given to less efficiency.

The universal experience of those manufacturing countries which have the longest and shortest working day indicate that commercial prosperity is not hampered by the curtailment of hours; but on the contrary, shorter working hours together with general improvement of industrial communities in physique and morals, react favourably upon output. The shorter working hours heighten efficiency, which springs from improved physical health and energy, together with a change of attitude towards works and employers. The need for shorter working hours and better conditions of works has been universally accepted now. All legislation strives to balance the needs of the workers and the capacity of industry to meet these needs through granting such privilege.

A question is often raised as to why the state should interfere on behalf of labourers. We have many answers to this question. First, so long as rights to private property remain in a society, some people will continue to own the means of production and distribution of goods and a large number of persons shall continue to seek work and remain at the mercy of their employers. Such a state of affairs leaves a greater scope for exploitation of the latter by the former and the state
can not remain a silent spectator. Secondly, industrial workers in India, as a class, have low wages and weaker bargaining power. They are poorly organized. They can not wait or suspend the use of their labour for any length of time. Without the protection of the state, they may be subjected to exploitation and victimisation. Thirdly, industrial peace is fundamental to economic development and national progress. State intervention on behalf of workers tends to reduce industrial friction, to increase labour productivity and develops the desired type of psychological climate for workers wherein they feel that they are being looked after and their contribution's worth is recognized. Fourthly, the state is pledged to the welfare of its citizens. Industrial workers being more exposed to risk and hazards and being more vocal and aggressive, as a group, often demand and some time get the attention of the government more than other sections of the community. Finally, industrial workers, are a solid block of votes that no political party would like to neglect when out of power or forget in power.

Industrialisation in India gave rise to a variety of labour problems. Long working hours, unsafe, unhealthy and uncomfortable working conditions and inadequate wages were the characteristics of unbridled industrial development and India had its due share of the same. Manageable working hours and better working conditions need no emphasis. Long hours of work and poor working conditions sap the
utility of workers render them inefficient and make them psychologically unwilling to work.

In our country, industrialisation has adversely affected the working class people due to long working hours, industrial fatigue, bad environmental conditions at the place of work, industrial hazards, concentration of population in dirty slums, insanitation and industrial diseases etc. But Dr. B.R. Ambedkar, the most outstanding son of India who has left an indelible mark on the history of mankind, felt as his duty to do as much as possible to improve the conditions of the working class.

In order to raise the efficiency and productive capacity of the workers, Dr. Ambedkar was in favour of an extensive programme of technical education and the principle of state management and state ownership of industries where necessary. Dr. Ambedkar advocated 'Mixed Economy' under which public as well as private sector will flourish the national economy of India. He was of the view that only public or only private sector can not be the basis of the economic development in prospective of India’s multi cultured character. Virtually, Dr. Ambedkar was very much correct and relevant even today. In the regime of globalisation and liberalisation, we can not leave the whole economy in the hands of private companies. We cannot leave the labour problems and their solutions in the hands of
private concerned. State's management and its control on the
economy is a compulsory element.

National Democratic Alliance (NDA) government headed by Atal
Bihari Bajpayee supported disinvestments policy under which many
profitable industries like Baharat Aluminium Company Ltd. (BALCO),
Modern Bread industries etc were sell out to the private concerned.
NDA was trying to adopt the laissez-faire policy. But in 2004 Lok
Sabha Election, the voters of the country categorically rejected this
policy and the new Alliance called United Progressive Alliance (UPA)
came into power headed by Dr. Manmohan Singh, who is a great and
renowned Economist. He and his Finance Minister P. Chidambaram
indicated that, off course globalisation process would not be stopped
but the whole economy and its management would not be handed
over to the private concerns. State management and its control over
the industries is necessary at some extent. This view shows that Dr.
Ambedkar is still relevant on his point of mixed economy.

It is fact that if only private employers regulate the economy, the
worker's exploitation and distress tend to increase. Adequate and
positive intervention by the state is necessary for the welfare of the
working class.

Dr. Ambedkar believed that the fragmentation of holdings and
the pressure of population over them were the causes of the poverty of
the agricultural labourers and the way out was rehabilitation of old industries and starting new ones. The government is trying to adopt this view of Dr. Ambedkar and wanted to rehabilitate the sick industries.

Dr. Ambedkar's justification for rapid industrialisation was the promotion of intellectual and cultural view. For it is only when there is leisure that a person is free to devote himself to a life of culture.

Dr. Ambedkar was of the firm opinion that the problem of landless labourers could not be ameliorated through consolidation of land or by tenancy legislation. Only collective farms could solve the problems.

Dr. Ambedkar believed that the employers and the employees have to sit together to solve their problems in amicable manners. Communication gap between the both parties lead to mistrust, agony enmity and unrest.

Dr. Ambedkar regards both 'capital' and 'labour' as complementary to each other. It is a realistic view while being a friend of labourers in matters like 'regulation of working hours', bettering the lot of the workers by providing them wages sufficient to live happily etc. He had the guts to hold the realistic and 'developmental view' that the weapon of strike should be used sparingly and to the advantage of the workers.
Even now, it is the best piece of advice of him to our labourers and trade union leaders to avoid the strike. It is an open secret that, at present, trade unions are under the control of political parties and these parties often misuse labourers for realisation of their selfish ends.

It is said that modern machine and civilization have produced many social and economic evils in our times. This made Mahatma Gandhi to oppose the introduction of 'machinery' totally at one time. On the contrary, Dr. Ambedkar, a contemporary of Gandhiji, harboured a rational view of machinery and modern civilization. He believed that if the machine and modern civilization have not benefitted everybody, the remedy is not to condemn machinery and civilization, but to alter the organization of society so that the benefits will not be usurped by the few but will accrue to all. Again he did not mix up the 'Economics' with religion. Hence, Ambedkar was not only an 'Economist' of international repute but also he understood the mentality of people.

In his monumental book, "The problem of Rupee: Its origin and Solution", Dr. Ambedkar offers an excellent exposition of the evolution of Indian currency in terms of its form as a medium of exchange and its equivalence in terms of precious metals, such as, gold and silver. Unlike the treatises existing then, Ambedkar goes into the most neglected period of Indian currency extending from 1800 to 1893.
With this historical perspective, he focuses on the currency crisis prevalent then regarding relative effectiveness of the pure gold standard vis-à-vis the gold-exchange standard.

The context, in which the currency reforms were suggested by Dr. Ambedkar has been changed. The Indian economy has an altogether different institutional set up now. The basic contention of Ambedkar was that there should be some regulator by which the discretion left to the issuer of currency is regulated. In the present economic milieu with unbridled growth of government deficits and their automatic monetisation, the need for an effective restraint on liquidity creation is as imperative today as it was then.

Equally important is Dr. Ambedkar's contribution to the arena of public finance. His Ph.D. thesis "the Evolution of Provincial Finance in British India" represent a major contribution to the instory of Indian public finance. In this book he dilates on the Center-Province financial relationship in British India.

The setting of the problem is a familiar one. The expanded role of government calls for larger revenue collection from taxation; yet in a poor country like India there are obvious limits of the extent of taxation. As a result, the problem of equitable distribution of burden among various forms of governments, such as, the central government, provinces, local governments, assume significance.
Ambedkar provides a detailed and insightful historical perspective on the financial relationship between the central government and the provincial governments in British India.

Dr. Ambedkar demonstrates non-centralization of government finance, which prevailed in India, was a failure on account of a faulty fiscal system marked by injurious taxes and unproductive or extravagant expenditure.

Infact, Dr. Ambedkar's work on 'Public Finance' it is a piece of pioneering work. As his guide, Seligman, wrote in the Foreword to Dr. Ambedkar's book, it presents the objective recitation of the facts and impartial analysis of the center-state financial relations in British India, which was a great historical significance. Dr. Ambedkar's work provides the invaluable ground work on which rest the edifice of the centre-state financial relationship in modern India, Seligman had conceded that, "nowhere to my knowledge, has such a detailed study of the underlying principles been made." The set of principles, no doubt, have been the guiding spirit behind the reports of successive Finance Commission in independent India.

Dr. Ambedkar was of the view that the ideal currency should have two basic characteristics-stability and elasticity. It should expand with the needs of growing trade and industry at the some time, should maintain stability of value.
The emphasis on stability is a more practical view about a currency system. The stability of Indian rupee is a problem even today which has thus historical roots, therefore, he is more practical and foresighted in this regard. His plan of reform of currency though seemed to be radical at that time would have perhaps granted the stability to the currency and would have placed Indian currency and a trade on a better footing.

Dr. Ambedkar believed that the thrust of strategy for India's economic development should be on eradication of poverty, elimination of inequalities and on ending exploitation of the working class. He accepted the Marxian view that there is exploitation in the world; that the poor are exploited by the rich; and that the enslavement of the masses by the privileged few leads to perpetuation of poverty and its attendant suffering. Yet Ambedkar did not sympathies with the Marxist paradigm of development.

Dr. Ambedkar rejected the totalitarian approach of Marx in advocating control of all the means of production. He did not accept the Marxian position that the abolition of private ownership of property would bring an end to the poverty and suffering of the have-nots.

Dr. Ambedkar perceived an active but well-defined role for the state in the economic affairs of the country. He did not favour imposition of arbitrary restraint on the economic processes. He was
not prepared to forsake individual incentive for the economic welfare. Given the recent developments in China, Russia and the East-European countries, especially their move towards greater accent on individual incentives, Dr. Ambedkar's apprehensions regarding the evils of totalitarianism have indeed turned out to be almost prophetic.

Dr. B.R. Ambedkar was of the view that the state should manage the economy that the production might reach the optimum level and the capitalist might not grab the entire benefits, and the hard earned money should be distributed equally. He was of the firm view that the 'Capitalist Economy' can not remove the economic crisis of the suffering people. In capitalist economy, there are more chances for unemployment, inhuman treatment of labourer, long working hours, vicious working conditions and numerous repressive measures.

Dr. Ambedkar rejected both the concept that is capitalism and socialism. He believed that neither absolute socialism nor absolute capitalism can be suited to Indian economy. He firmly believed that by eradicating exploitation the industrial harmony can be established through labour welfare and congenial industrial relations. He advocated the cause of harmony between the labour and the capital.

Dr. Ambedkar was of the view that the main thrust of every plan must concern labour. It is beyond doubt that, besides other favourable factors, the central place to labour in the planning of independent India was partly due to his efforts.
SUGGESTIONS

On the basis of the discussions of present study, and its main findings and keeping in view the need for providing labour welfare measurer to the workers and the need for implications and cost effectiveness, the following suggestions, in perspective of Dr. Ambedkar’s vision on the subject, may be put forward as regards to labour welfare.

There are certain requirements which labour welfare should meet:

- It should enable workers to live a richer and more satisfactory life;
- It should contribute to the productivity of labour and efficiency of the enterprise;
- It should be based on an intelligent prediction of the future needs of industrial work, and be so designed as to offer cushion to absorb the shock of industrialisation and urbanization to workers;
- It should be in tune and harmony with similar services obtaining in the neighbourhood community where the enterprise is situated;
- It should enhance the standard of living of workers by indirectly reducing the burden on their purse; and
- It should be administratively viable and essentially developmental in outlook.
There are some of the norms to be kept in mind for successful implementation of any welfare programme in an organization:

- The labour welfare activities should pervade the entire hierarchy of an organization. Management should be welfare-oriented at every level.

- The management should ensure co-operation and active participations of Unions and workers in formulating and implementing labour welfare programmes.

- The employer should not bargain labour welfare as a substitute for wages or monetary incentives.

- Labour welfare must aim at helping employers to help themselves in the long run. This concept of self-help will enable them to become more responsible and more efficient.

- The employer should look after the welfare of his employees as a matter of social obligation.

- There should be proper co-ordination, harmony and integration of all labour welfare services in an Undertaking.

- There should be periodical assessment of welfare measures and necessary timely improvements on the basis of feedback.

With growing industrialisation in India, problems of occupational health and safety have also surfaced. Every year, lakhs of accidents take place in factories, mines, railways, ports, and docks, leading to large number of fatal injuries, acute ailments of permanent handicaps. These are some following suggestions on industrial safety:
➢ The employer must value workman’s safety as much as his freedom and dignity.

➢ The employer must encourage safety and overcome apathy and lack of clear responsibilities.

➢ In the case of every fatal accident, the inspectorate shall conduct an inquiry and the findings be given wide publicity among workers in the unit where the accident has occurred.

➢ “Safety” should become a habit with employers and workers. At present it has assumed the voluntary function not necessity.

➢ Safety must be incorporated in production planning and process. Measures must be taken to minimise hazards in an integrated manner.

➢ The factory inspectorate should advise and assist employers in drawing up induction and training programme on safety. These should cover managerial personnel, supervisors and workers.

➢ Safety policy performance of a company should find place in its annual report circulated to the Shareholders.

➢ Trade unions should play a more active role in arranging the safety training programmes for their workers.

➢ Effective enforcement of statutory provisions is the current need of the hour. There are so many statutory provisions regarding labour welfare but they have not been effectively implemented.

➢ Academic Institutions should be appropriately encouraged for taking up research and allied activities on occupational safety and health problems.
Fundamental conditions of a healthy working environment must be maintained in every factory. In this connection proper ventilation assumes proper importance, in keeping the air fresh and free from germs. Fresh air and day light are more health giving than the most careful air-conditioning and artificial lighting. Extremes of temperature and over crowding weaken the natural resistance of the body to infection, workers should be so spaced that they do not have to inhale each other's breath. Cleanliness on the working place is necessary to prevent the fostering of germs which tend to settle in dust particles on walls, floors, machines etc.

The employer should protect the workers against health hazards which may arise out of their work or the conditions in which it is carried on.

Industrial health should comprised measures for contributing towards the worker's physical and mental adjustment in particular by the adaptations of workers to the jobs for which they are suited and contributing to the establishment and maintenance of the highest possible degree of physical and mental well-being of the workers.

The occupational health service at work should vary according to the size of the work group, the hazards involved, the location of the plant, and many other factors. The object should be to set-up a preventive occupational service tailored to the needs of the factory and its particular hazards.
A large number of employers in our country do not provide occupational health-care for their employees. The situation in the small and medium size industries is deplorable. These should be a growing realization that occupational health is the responsibility of the management and not the Employee's State Insurance Corporation which renders curative but not preventive services. The Management and the Unions must try to keep their employees health, free from not only occupational hazards and diseases but also from infections, communicable diseases, psychosomatic diseases, because these have a great influence on their work.

In modern technological era, un-trained manpower constitutes a waste of national resource. Proper and effective utilization of such a vital economic resource is essential for all productive efforts and for the rapid industrial development of the country. The changes that are taking place it has become necessary to ensure that training keeps pace with technological development.

Along with the fresh candidates, the plant should provide facilities for retraining of its employees who are affected by the coming in of new machinery and technological change.

Concerted and persistent efforts will have to be made for a wider coverage of technical and commercial trades, reclassification of many trades and expansion of training facilities to meet the present and future requirements of the industries.
Conclusion And Suggestions

There should be proper estimation of specific needs of skilled craftsmen in industry and prospective manpower requirements.

There should be setting up of training centers by industries and training the apprentices in up to date methods because of rapid technological change.

Training of all kinds that is basic, practical and related should be more flexible to suit the needs of industry at a particular point of time. There should be timely evaluation, assessment and review of the training programmes.

Workers cannot be expected to be efficient and peaceful if they stay hungry or eat inadequately. Food-nutritive and in required number of calories is a sine qua non of the health of workers. With the increasing cost of living and food shortages, industry has to take interest in worker's food for its own good. Such an interest may take the shape of subsidized meals in canteens, fair price shops, cooperative food grain stores, etc.

Housing is one of the basic human necessities. A house is not just a roof over four walls or a place to sleep and take shelter. It is "an extension of human personality", as Jawaharlal Nehru called it.

Recognizing that much of the deterioration which occurs in living conditions in rapidly growing urban areas was due to the high costs of urban development, in particular the cost of providing
housing, water supply, drainage, transport and other services.

Following measures can be adopted to solve the said problem:

- Housing standard should be developed in harmony with the cultural and climatic conditions of the country.

- There should be control of urban land values through public acquisition of land and appropriate fiscal policies.

- Tolerable minimums standards must be defined for housing and other services to be provided for towns according to their requirements and also prescribing maximum standards to the extent necessary.

- Physical planning of the use of land and the preparation of master plans should be there.

- A developing economy which has scarcity of resources has to set priorities and allocate resources accordingly.

The process of industrialisation itself has accelerated the need for recreational amenities. In many of the developing countries the need to provide adequate recreational facilities for workers employed in medium-sized and smaller undertakings has been widely felt.

Some of the suggestions for improvement of recreational facilities are given below:

- Recreational centers should be established, outside the place of work, preferably in working class localities or in industrial housing colonies. They should be well-equipped to attract more and more workers.
Recreational facilities should be provided to the workers on a regular and sustained basis.

The cost of the recreational amenities can be shared not only by the employers but state may contribute an appropriate share to such facilities.

Industrial tours and excursions should be organized by the workers of different industrial units with a view to sharing of ideas and experiences on common problems to their mutual benefit. Such tours should be properly organized on regular basis and the expenses for these tours should be shared by the state, the employers and the workers.

Various measures such as boy's clubs and youths clubs in working class areas, holiday homes for industrial workers and their dependants, encouragement to artists, writers and sportsmen among workers should receive sufficient attention by all concerned as a measure to promote recreational facilities.

Trade union should also actively associate themselves with the management in popularising various social and cultural activities amongst the workers.

Child labour refers to the employment of children in gainful occupation or material contribution to the income of the family. India has the largest child labour force in the world. Due to poverty, unemployment, larger families, low wages of family members, migration to urban areas etc are the reasons to continue a pernicious practice of child labour.
There are following suggestions to eliminate child labour practice in India:

- The existing laws relating to prohibition and regulation of employment of child labour should be consolidated into a comprehensive one. The multiplicity of Acts and lack of uniformity in legal provisions hinder the process of enforcement. Efforts should be made for evolving a national children’s code incorporating provisions of different Acts with model rules, uniform standard and norms governing employment of children in various sectors and vocations.

- One of the drawbacks of the existing laws is that they do not cover the agricultural sector in which almost ninety percent of the child workers are engaged. They are age-old British laws which need to be critically reviewed in the light of changing social needs and times.

- The nature and population of child workers in various occupations has to be carefully studied. This should be followed up by industry specific studies of the extent and conditions of child labour.

- Policies and programmes should be established for removing children from the work progressively.

- Immediate attention being given for total elimination of child labour in hazardous employments within a time frame.

- A meaningful and effective policy should be evolved. Suitable arrangements be made for non-formal education in areas where there is a concentration of child workers. Special efforts should be made for diverting children in employment to educational institutions, creating special schools if need be.
It is necessary to ensure implementation of specific health schemes, both preventive and curative, particularly in those areas presenting a concentration of child workers.

The syllabus and curricular in schools should be so designed as to secure mainstreaming of these children in the formal school system.

Parents of children diverted from work to education should be identified and they should be given training in skills for self or wage employment; they should also be assisted under direct poverty alleviation programmes.

The involvement of non-government agencies should be secured so that there is decentralized implementation of child labour elimination projects and programmes.

Women constitute an important section of the workers. Majority of the women workers are employed in unorganized sectors like household industries, petty trades and services, and building construction.

There is an urgent need to formulate a policy framework which would promote new social studies towards working women in providing them with their basic legal, educational and economic rights, notably equal access to employment and training, fuller participation in economic life, legal prohibition against discrimination based on sex and social and other facilities for child care and household responsibilities.
Further, the formulation of future plans, programmes and projects for working women would require a broad approach and action at various levels. A comprehensive review of existing national policies, legislation and social infrastructure is essential so that women can reconcile the conflicts inherent in their roles at work and in the family.

Agricultural workers constitute the largest segment of workers in the unorganized sector. The agricultural sector accounts almost sixty percent of the total employment in the rural sector. Under-employment and disguised unemployment is prevalent on a large scale.

Of all the existing labour laws applicable to agricultural workers, The Minimum Wages Act, 1948 is the most important one. However, slow coverage of new employments, delay in periodical revisions of the minimum rates fixed under the Act and ineffective enforcement of the existing provisions have been the main issues. The need for strengthening the enforcement machinery, simplification of the procedure relating to coverage and revisions, the linkage of rates with Consumer Price Index numbers, participation of the rural worker’s organisations in the implementation of the provisions are among the steps suggested to improve the working of the Act. Involvement of rural worker’s organisations is relevant not only for the better implementation of the minimum wage provisions but also
for generally ensuring the benefits intended for rural workers under
the various development programmes.

The government may take various measures to facilitate the
agricultural or rural labourers. These would include suitable
legislation for conferment of specific rights to the rural poors, prompt
registration of agricultural labour unions, Specific immunity to office­
bearers and members of such unions from certain criminal and civil
suits, training and education of the cadre, setting up of machinery for
settlement of disputes and some form of financial support for meeting
organisational expenses.

Despite all precautions, labour welfare measures are likely to be
less successful unless mutuality of interests and responsibilities is
accepted and understood by the concerned parties. Labour has little
or no resources to undertake labour welfare on an extensive scale.
Employers can provide the resources, but it will be less efficient and
more conflict-prone if their responsibility is to be commensurate with
their contribution of resources. Of basic importance is the quality of
responsibility at the attitudinal as well as the organisational level.

After attaining the Independence (in August 15, 1947), a new
era of change and development dawned, the constitutional guarantees
and statements of leaders like Dr. Ambedkar gave rise to new
expectations on the part of the common man. Dr. Ambedkar was of
the view that social, political and economic stability is not possible without the growth of productive forces and the augmentation of national wealth. Such growth and increase in wealth can not sustained without due regard to the welfare of the working class. It is necessary to devise policies which reconcile the imperatives of growth and concern for the well-beings of the workers. Measures have to be devised which, while providing labour welfare policies, also add momentum to productive forces.

It is suggested that production, manufacture and labour welfare policies be managed by the state. State should not withdraw from its responsibilities. The larger share of profit must go to the millions of the people who are living below poverty line.

It is the most unfortunate that, the millions of the Indian people do not know as to what Constitution talks about. They have exercised their right of franchise in Parliamentary and Legislative Assembly elections since 1952 without knowing the value of their votes. It is the most pathetic that various Legislative measures have been implemented to ameliorate the conditions of the poor working class with no satisfactory results. The vested interests are controlling the political as well as the economic power.

This is the right time to adopt and implement Dr. Ambedkar’s views on ‘Labour Welfare and Economic Justice’.