



A Study on Labours Condition of Cottage Industries in Puducherry Region

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Abstract

This is a spacious and broad world system which runs every minutes and seconds so speedily with lot of commitments, tasks responsibility and accountability without hesitation. In this fast and speedy running and movement concern and care of the labours are seemed to be pitiable and pathetic. Really, workers are classified into three dimensions one is skilled, unskilled and auxiliary labourers, these labourers' rights are not properly cared, respected and protected by the most of companies, organisation and industries. Most of them have been suffering and blaming under the unsympathetic and merciless activities of the elite class people's atrocious and ugly treatment .In many small scale industries and large scale industries these labourers are suffering customarily and habitually without an alternative way to get remedial measures. There are no law as to how to get ,treat and respect the labourers from the state and central government thereby rulers ,managers and administrators of the various industries ,companies and corporate authorities are treating in inhuman ways and insulting ways. Still in Indian context there are prevailing large scale slavery, illiberal and illegal practices of getting and treating the labourers in many of industries. None of the leaders ,boss and managers in many

companies are not intended to care and treat their labourers on humanitarian ground and aspect thereby they are losing their peace ,harmony and passions because ,their huge power, property status and wealthy status are making them to behave rudely and rowdy ways with their employees. Despite there were labours court, federal court and administrative mechanism still labourers issues are happening and going on in nook and corner of the India's society.

Keywords: Labour Issues, Migration, Pathetic Situation, Discrimination, Suggestion and partiality and partial treatment

Preface

In India there are no defects for being different and several laws regarding to dealing several and different sections of the society but when we look at whether these laws are working properly for their developments are seemed to be question mark because, laws are being on name sack in terms of protecting weaker and meagre people's social, economical and political justice. At the same time all those laws are properly and systematically used and misused for the welfare of administrator's selfish and destructive purpose over the minority and weaker sections people in India. If these laws are functioning systematically, properly and regularly without dereliction from its goal , social justice ,problems and needs of the weaker sections would have been resolved after the India's Independence. Laws which were established in favour of the weaker and labourers section's development are not properly left by the ruling and wealthy class in India with an interest to subjugate and subdue marginalised and weaker section's social, economical and political rights. At the moment and second of India's social and political scenario people who are sound and healthy in political ,property and wealth status are able to determine political ,social justice of the poor people and give benefits and welfares to them of they like to develop their life. In 75 years of the India's Independence none of the leaders are thought to bring out changes in the poor and weaker sections life and career except elevating their social, economical and political images on account of implementing pro-poor people policies, all these policies are not enjoyed and harvested by the weaker sections and marginalised community of the India's civil society. Why does this study want to highlight these points are meant by the readers on account of facing and seeing daily affairs of the

village nuisances and attacks of the elite class over the poor sections .Despite there were laws still problem and crises are happening against the labour and weaker sections in more organisations and companies without an any genuine reasons .Problems, worries and sadness of the weaker and marginalised sections in various companies and administrative places are going on without solution and remedial measures because officer who are liable and responsible to resolve their problems are becoming subject to elite class money and property power. Very often officers are appointed for the welfare and benefit of the labourers and weaker sections are lured by the elite class political power and money power therefore they are unable to look at labourers issues and problems, this trend has been in Indian administration and soil since so long back with an intention to prevent bottom people to touch social and economical developments.

Religious discrimination includes distinctions made on the basis of expression of religious beliefs or membership in a religious group. This also includes discrimination against people who do not ascribe to a particular religious belief or are atheists. Although discrimination on the basis of religious beliefs should not be permitted, there may be legitimate bases for imposing requirements in the workplace which restrict the worker's freedom to practice a particular religion. For instance, a religion may prohibit work on a day different from the day of rest established by law or custom; a religion may require a special type of clothing which may not be compatible with safety equipment; a religion may prescribe dietary restrictions or daily routines during work hours which may be difficult for the establishment to fully accommodate; or an employment position may require an oath incompatible with a religious belief or practice. In these cases the worker's right to practice fully his or her faith or belief at the workplace needs to be weighed against the need to meet genuine requirements inherent in the job or operational requirements.

Discrimination based on political opinion includes membership in a political party; expressed political, socio-political, or moral attitudes; or civic commitment. Workers should be protected against discrimination in employment based on activities expressing their political views; but this protection does not extend to politically motivated acts of violence.

Major problems of the labourers in puducherry small scale industries

Fewer wages for more work

Works are done on Contract basis without safety and guarantee

Unfair treatment is performed by the company or industry boss

Weaker section's workers respects and dignity are insulted and disrespected

Weaker section's women rights, dignity and life are spoiled by the company's authorities and officers on account of giving work to them

Most of Companies officers and authorities are maltreating poor class people in insulting ways on account of they are depending on higher authority work

No safety and security in all the companies for the weaker sections people though there were law to protect them.

Weaker social and economic status of the weaker sections community is paving way to encourage officers to treat indecently in insulting ways.

Most of workers are working on contract and daily wage basis without any pension and guarantee even in this contemporary ways

No happy, merry and joy in lakhs of labourers life since their job is temporary one and unsafe

No promotion, job security, guarantee and job satisfaction in more government recognised companies

Most of weaker sections women's life are lured and spoiled by the elite officer's money and job powers

Since they do not have happy in salary and job wise in all government recognised and approved companies labourers are not able to run family and meet their family commitments

At all companies from small medium to big medium ,workers rights and human rights are violated and spoiled by the officers and work in charges.

On account of company officers are providing job and work to the poor people both (male and female) their rights are not properly respected

There are partiality in providing jobs to the workers and treating the workers on account of caste, color, race, religion and community in India, which prevails from government to education institutions

Higher officers are treating poor and weaker section's labourers so poorly and unscrupulously

Some time if higher officer does not like workers they will speak and utter in unparliamentary words

Remedial measures

Though there were law to protect workers' rights from small company to big company which must be used properly to protect their rights against officer's maltreatments

As soon as workers are registered complaints in the police station and labour courts must take case to settle their problems with concern companies without getting any commissions and corruptions from the company or administration

There must steady and cemented law to without failure toward protecting labourers rights in all types of companies

From PM, CM, Ministers to departmental officers have to properly execute their power to protect labourer's rights when they face and meet discriminations and partiality from the company's owners and officers

Since police department, labourer department and other concern officers are getting commission and corruption from company and factories they are not able to protect worker's rights in Puducherry and rest of areas in India.

Government needs to protect all types of employee with job security, insurance, guarantee with protection without any panic about job

Nobody should sack away from their job tough it was small and big medium company

No partiality and discrimination should happen in work place

Legally employees must be protect and punished than personal opinion and suggestion of the superior and officers

Mistakes of the employees must be righteously rectified than providing cruel punishment

For adjustable and small mistakes employees should not be terminated from their job

Initially pardoning and forgiving within the frame work of the law must be provided to the employees

Due to personal and selfish gain of the higher officers employees should not be terminated from their job and punished

On colour, race, religion, community and other hand employees should not be treated and punished with hidden intention

Conclusion

There were lot of law and remedial measures regarding to protect workers' rights, human rights and other dignity oriented issues in all companies, concern deputed and nominated officers have to function properly with an intention to protect their natural rights.

Properly designated and deputed officers from higher department to lower department have to protect the welfare of labourer's rights

If any case is registered by any employee police department must take necessary steps to protect the rights of the employees without bias

Adequate attention must be provided to employee's welfares in all range of companies

Employee's problems must be resolved as soon as possible complaints were received

No bias and partiality should be in dealing labourers issues

Needs, necessities and welfare of the employee must be arranged in all types of companies without any hesitations

Enough job safety and guarantee must be given to unskilled labour to skilled labour in all range of companies

From cottage industry to corporate industry need to give guarantee and safety to employees jobs

All industry has to function on the government provided norms and value without neglecting labourers rights

No negation and omission must be in any companies regarding dealing and treating labourers

Adequate guarantee must be given to women labourers in all types of companies

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