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Contract Labour In India: Issues And Perspectives

By K.R. Shyam Sundar

Daanish Books, New Delhi, 2012. Hardcover. Book Condition: New. After the economic reforms, employers in India, foreign investors, global financial agencies and the global rating agencies have been clamouring for reforming the governance of the labour market and the industrial relations system. They argue that the laws and regulations introduce rigidities in the labour market and disenable the employers from responding quickly and suitably to the dynamic competitive economic system in the globalized economic environment. Two issues have been hotly debated, viz., the legal restrictions on retrenching workers and closure of firms and the contract labour employment system. Both the issues are organically related. Because employers are not able to dispense with the services of workers when the market conditions necessitate that or close down unviable establishments and relocate their resources to more productive uses, they resort to labour flexibility strategy. Thus, contract labour system, i.e., employing workers through contractors intermediaries is an important component of numerical flexibility and the incidence of contract labour has risen significantly, especially during the post-reform period. Trade unions consider the contract labour system to be 'exploitative;' they demand regularization of the services of the contract workers, equal pay for equal work and better conditions...



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