



Institute of Economic Growth



RIS

Research and Information System
for Developing Countries

Seminar on
India and Globalization
[A Seminar in Honour of Professor N.S. Siddharthan]

RIS Conference Hall, India Habitat Centre, New Delhi on 1 February 2007



Globalization

ITS IMPACT ON
INDUSTRIAL RELATIONS IN INDIA

P. D. Shenoy



GLOBALIZATION : ITS IMPACT ON LABOUR IN INDIA

- Dr P D Shenoy

**“Earth provides enough to satisfy
every man’s need, but not every
man’s greed”**

- Mahatma Gandhi

- **The Contours of Globalization**
- ***“Vasudhaiv Kutumbakam”* (the whole world is one family)**
- **Dialogue on Social Dimension of Globalization (ILO, 2004) provide interesting insights**
- **Current Scenario**

Perceived benefits of globalization

- *Sustained economic growth, as measured by gross national product is the path to human progress.*
- *Free markets,*
- *Privatization.*

- **Changes in Labour market structure**

Globalisation has resulted in global division of labour.

- **Advent of liberalisation, privatization and globalization**
- **Small Scale Industries**
- **Benefits of Globalisation**

- **Internationalisation of Production Chains (Sub-contracting, outsourcing arrangements)**
- **Impact on Trade Union organizations and their role in Social Dialogue institutions**
- **New Actors and the Emerging Dynamics.**
- **Pro investor Policies**

- **Declining trade union density**
- **Worker militancy replaced by Employer Militancy?**
- **Collective bargaining**
- **Other methods of dispute resolution**

- **Labour Market Flexibility**
- **Static Labour Policy but changed mindset of the judiciary, legislature and the executive.**
- **Labour Law Reforms**
- **Industrial Disputes Act**

- **Contract Labour (Regulation & Abolition) Act, 1970**
- **Recommendations of the Group of Ministers on amendments to section 10 of the Contract Labour (Regulation & Abolition) Act.**
- **“Prohibition of employment of contract labour**
- **Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988**

- **Impact on Industrial Relations including in the newly emerging Services Sector**
- **Information Technology Sector**
- ***Business Process Outsourcing***
- **Tourism and Retail Sector**
- **Wage Setting Mechanism**

Informal Economy

- *Organizing the unorganized sector workers*
- *Expansion of the Welfare Schemes*
- *Drafting of a comprehensive Bill on unorganized sector workers' welfare*
- *Resolution of the problems of informal sector enterprises and*
- *Employment.*

- **Slower Growth of Employment: A Major Limiting Factor**
- **Food for Work Programme**
- **National Employment Guarantee Programme**
- **ILO Chief backs job guarantee programme**
- **National Employment Guarantee Bill**
