

**TITLE OF THE RESEARCH STUDY** : Labour Legislation on Working Conditions for Competitive Advantage  
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**Key Findings:-**

- Workers and call centre agents belonging to new economy industry have better perception than old economy industry on working conditions on hours of work, accident prevention measures, safety culture, safety training and participation, health measures available and perception on working condition regulations and inspections.
- Both trade unions and business associations perceive that working condition regulations have been partially successful in protecting the interest of workers, trade unions and management.
- Trade unions perceive that all stakeholders are satisfied with working conditions while business association finds lack of proper understanding on the significance of working condition amongst all stakeholders to be reason behind lower number of court/adjudication cases.
- Judiciary has one of the major roles to play in interpreting legal provisions in wider terms not only for the benefit of workers, but also industry as a whole.
- Labour department argues that most of the employer's in organized sectors are complying with working conditions provisions stipulated in The Factories Act, 1948.
- Vibration and Stress is still not recognized as a health hazard under the working condition regulations.

- The inspectorate strongly advocates for deletion of minimum stipulation of 10 workers under section 2 (m) of the Factories Act, 1948 for extending benefits to unorganized sector as well.
- The number of factory inspectors is much lesser than the number of factories (1: 615 for organized sector and 1:1231 for both organized & unorganized sectors).
- The shops and establishment inspectorate contends that lack of registration has adversely affected the effective implementation of the Delhi Shops and Establishment Act of 1954.
- The inspectorate is of the view that given rampant unemployment especially in current economic recession scenario, effective implementation of the act is difficult given that supply of manpower far exceeds its demand.
- Both trade unions and business association's favours reforming working conditions regulations albeit for contrasting reasons. While trade unions want more stringency while business associations want rationalization.
- The Inspectorates strongly believes that The Factories Act, 1948 and Delhi Shops and Establishment Act, 1954 is not an impediment in attaining or sustaining competitive advantage by firms.
- Liberalization of Indian economy since 1991 has made industry to suddenly face global competition while still keeping the workforce under traditional overprotective working condition regulations which has created disequilibrium in the economic system. Therefore, reforming labour legislation on working condition for competitive advantage is necessary in the wider interest of all stakeholders.