

## LABOUR LAW REFORMS IN COUNTRY: THE NEED OF AN HOUR

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### ABSTRACT:

Presently, there is a constant intense debate on the requirement of reforms in labour law in India. We all are aware that the nature of labour laws today creates rigidity in the Indian economy which impacts our growth. It is a fact that the Indian labour laws are numerous, complex and even ambiguous that which promote litigation rather than the resolution of problems related to industrial relations. Although the Government claims the amendments of the labour laws are made for the development of our nation, several trade unions have protested against these amendments saying that the amendments of labour and industrial laws were done without consulting them and these amendments favour the employers and not the labourers. This paper provides an examination of slow pace of labour reforms in India and consequences of rigidities in labour market, out-dated labour laws. The country has failed to reap demographic dividends as a consequence of policy paralysis so far as labour reforms are concerned. Irregular changes in labour laws have been unimpressive in attracting foreign investors or provide an impetus to domestic entrepreneurs interested in expanding manufacturing facilities. The paper presents the requirement for labour reforms in India and also discusses the initiatives taken by current government to make such reforms.

**KEYWORDS:** labour reforms, labour laws, trade union.

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