

**A Study on Socio-Economic Thoughts of Dr. Babasaheb Ambedkar and Labour Policy: A
Critical Analysis**

Dr. Ajay Dagadu Kate, Assistant Professor, Adarsh College, Vita, Tal-Khanapur, Sangli,

Abstract

In India, 93% of workplaces operate in the informal economy, while 7% are in the formal sector. Workers play an important role in such an economy. He asserted that development is an important measure, of the Indian Constitution. Sculptor and various forms of Babasaheb, the benefactor of Dalits. are well known. He was not just conceptual, he was pragmatic. In 1946, Dr. Ambedkar proposed a new bill in the Assembly which dealt with the minimum wages to be paid to workers in their place of work, in respect of hours of work. Workers play an important role in the socio-economic development of the country. India is a country with 52.01 crore population as working-class population or workplace. Out of this 61.5% of the population is directly dependent on agriculture.

Key words: Economics, Social, development, Labour Policy, Role, Population, workers, Ambedkar, factors, Exploitation etc.

Introduction:

After industrialization, many farm laborers shifted from agriculture to factory work and migrated to cities for livelihood options. The colonial government along with the capitalist class in India started their own factories to make profits from their production units. Exploitation of laborers started to get more profit from the factories. As most of the workers were illiterate and were not aware of their rights, it was easy for employers to exploit them. There were no government regulations or any protective measures for the welfare of workers. As time passed, the need for labor laws in India increased and in 1881, the British government passed the first Factory Act to regulate factories in India. Since then, there have been many developments in Indian labor laws from time to time. At present we have more than 50 Central Acts and hundreds of State Acts relating to labor and employment. The Constitution of India provides various protections to the Indian labor force through Fundamental Rights and Directive Principles for State Policy.

Problems of the Study:

Labour' is being placed in the 'concurrent' list, meaning that both the State Government and the Central Government can enact laws on matters relating to labour. When we talk, hear, read or write about Indian labor welfare and labor laws, we jump straight into the law. If anyone wants to cite their contribution to the empowerment of workers and related work, we have few names on the list like Dattaji Meghaji Lokhande, M.K. Gandhi or Dutta Samant. But Dr. Bhimrao Ambedkar's rarely see readings and/or academic discussions on contribution in this field. But it is important to note that he was a member of the Viceroy's Executive Council for a period of 4 years from 1942 to 1946. Later he also served as Labor Minister. He also served as Law Minister and Labor Minister in the Government of Independent India. While serving in all these capacities, he has contributed a lot in the field of labor law and for the upliftment of Indian workers.

Objectives of the Study:

The main purpose of this research is to study the social and economic thought of Dr. Babasaheb Ambedkar along with the strategic method of the workers and some specific objectives have been given by the researchers as follows. An important part of the social and economic development of workers is to improve their standard of living.

1. To study the social and economic thought of Dr. Babasaheb Ambedkar.

2. To Study the Dr. Babasaheb Ambedkar's policy approach to labor matters.
3. To study in detail the factors influencing Dr. Babasaheb Ambedkar's socio-economic as well as labor thought.

Significance of the Study:

In a radically changing business environment, the commercialization and privatization of industries in India may halt the development process of the Indian workforce. But it is important and challenging for the nation-state to first look after the interests of the workers and then think about the pace of development. If we want to develop our people, i.e. if we develop our labor force by getting their rights and giving them welfare benefits, it will result in human development or human resource development of the country and ultimately the development of the nation. For this it is necessary to review Dr. Babasaheb Ambedkar's views, thoughts and approaches regarding labor welfare and implement it as the situation demands.

Scope of the Study:

Untouchability is not only a religious construct but an economic construct even worse than slavery. In order not to reduce the value of the slave in slavery, the owner gives him clothes, food and drink, but in the structure of untouchability, the owner exploits the society financially without taking any responsibility. Therefore, he was of the clear opinion that economic upliftment of the lower class cannot take place unless there is a transformation of the professional nature. Curses like; untouchability and caste discrimination at the social level could not be removed by Mahatma Gandhi's compassionate policies, but for that, Ambedkar considered fundamental institutional change at the economic level necessary.

Limitation of the Study:

Ambedkar's vision was very subtle. His studies were thorough. It is only through deep study that he is aware of the economic transformation of the world. He suggested concrete measures to eliminate poverty and inequality in Indian society. The ideas presented in the context of agriculture, especially in the case of small holdings, are useful in today's situation. If we make policies based on the ideas expressed by him, surely the oppressed in the rural areas will get their right to justice. Even today, in the Constitution of India, a Finance Commission must be appointed every five years to decide the interests of the state government and the central government. Dr. Ambedkar's thoughts in this context must be considered fundamental.

Period of the Study:

While studying Dr. Babasaheb Ambedkar's socio-economic thought along with labor policy, the information from 2024 has been reviewed.

Research Methodology:

The researcher has used various secondary research to study the strategic approach of workers in socio-economic thought and the government's way of poverty alleviation in sustainable development as well as the constitutional policies. In this research paper articles, newspaper audio video reference books serial books annual report books etc. are used.

Research Method:

To study the economic social and labor policies in detail, the researchers have completed the member research using descriptive analysis method since secondary research.

Results and Discussion:

As the chief architect of the Constitution of India, Dr. B.R. Ambedkar has protected the rights of workers. As per the Constitution, Labor is a subject in the Concurrent List under the Constitution of India where both the Central and State Governments are empowered to legislate for the reservation of

certain matters for the Central Government. Dr. Ambedkar's work has always been limited to the constitution of India and the welfare of Dalits. But along with these two important works, he has also worked in other fields. Labor was an important area that he focused on throughout his life.

Labour Policy:

Dr. Ambedkar's main reason for establishing this new party was that Dr. According to Ambedkar, Congress is not only a party of poor people, but also includes rich industrialists, factories, landlords and capitalists. The fact is the nature of the poor and the rich are not the same. After the elections under the Government of India Act 1935, many laws must be passed in the Legislative Assembly. If the Congress has a monopoly in the legislature, the nature of the laws may be beneficial to the rich and sometimes detrimental to the poorer classes.

Socio-Economic Status:

All wealth, property and wealth in the country are the result of the unceasing toil of workers and farmers. Despite this, the laborer and farmer who toil desperately in the fields is naked and hungry. All wealth, wealth and means of production are captured by illegal/unjust plunder, robbery and theft by private property rights arbitrarily imposed by the profiteers, landlords, capitalists and the rich.

Program of Indian Labor Party:

Provincial autonomy began in 1937 under the Government of India Act, 1935. All the political parties had now started preparations for the elections. For the same purpose Dr. Ambedkar had to plan a comprehensive program for his newly formed ILP (Independent Labor Party). which focused on all the immediate needs and grievances of the landless poor tenants, peasants and labourers. State sponsored industrialization was given high priority. In which rehabilitation of old industries and starting of new industries were mentioned. It favored an extensive program of technical education and state management and, where necessary, state ownership of industries. Strong labor laws were called for to protect factory workers, and favorable legislation was passed to fix remunerative wages, maximum hours of work, leave with pay, and affordable and sanitary facilities for workers. A proposal for village planning on sanitation and housing and aims to modernize the approach to villages and equip villages with halls, libraries and rotary cinemas. Protection of agricultural tenants from coercion and eviction by landlords. The need to punish all forms of orthodoxy and retrogression. The Independent Labor Party emphasized the need for the welfare of poor workers and farmers. Communist leaders did not welcome his establishment. Because, he argued, it would split the working-class electorate. But the communist leaders were working not for the human rights of dalit workers but for the rights of workers.

Dr. Ambedkar's work on Labour Law:

Dr. Babasaheb Ambedkar joined the Viceroy's Executive Council on 20 July 1942. He was asked to take charge of the Labor Department. As a member of the Legislative Council of Bombay and a member of the Viceroy's Executive Council, he contributed greatly to labor law in India. The Factories Act was amended three times during Dr. Babasaheb Ambedkar's tenure as Labor Member, two of which were significant. In April 1944, he moved a bill proposing a holiday for industrial workers working in perennial factories.

Social Status and Women Empowerment:

Women empowerment has always been Dr. Babasaheb Ambedkar's work, concern and central thought has remained. The role of women is important for the development of the nation-state. The capacity of the nation state will be measured by the development of women. Dr. Babasaheb Ambedkar played an important role for the development of women. According to her, "I see the progress of a

nation as the progress of women in that nation. Regarding raising the status of women in India in terms of labor welfare, Dr. The important contribution of Babasaheb Ambedkar can be seen. He has also worked for the welfare of women. In this regard, he introduced the Mines Maternity Benefit Act, 1941 to provide benefits to pregnant women and rest during childbirth and the early days of child rearing.

Dr. B. R. Ambedkar Thoughts:

Labor culture is important for the development of a nation state. The labor culture of China, Japan, Germany is different from that of India. Lack of strategic and developmental vision will undermine the security and integrity of the nation state. When we look back, the labor policies adopted by the Government of India are directly related to Dr. Babasaheb is with Ambedkar's policies. Most of the current policies and programs related to the Ministry of Labor are nothing but. These are the views given by Dr. Babasaheb Ambedkar when he was a member of the Viceroy's Executive Council. The government has already started cutting spending on labor programs. Cuts in public expenditure and withdrawal of subsidies can have a significant impact on employment conditions and welfare levels of vulnerable classes. The recent NSSO report on unemployment for March 2019, with two crore workers losing their jobs in the last 5 years, is shocking news for the entire labor market in India.

Labour Security:

Providing better opportunities and security benefits to workers and employees is important for the safety and stability of the labor market. The relationship between trade unions, employers and government needs to be strengthened. For the security of the nation, the state should maintain the labor condition by providing proper basic facilities and avoid any conflict between workers vs. managers or workers vs. management. To strengthen it, Dr. It is necessary to adopt Ambedkar's ideas for labor development. His ideas were to provide workers with protection and social security measures, to give equal opportunities to workers to participate in the formulation of labor policy, and to play an effective role in the economic development of workers by providing compulsory recognition to trade unions to strengthen the labor movement. After the implementation of the country's liberalization, privatization and globalization policies, many things have changed over the last 15-30 years. Labor rights demands have changed. Advances in mechanization and machinery in the factory environment are changing the working style and nature of work.

Conclusion:

Dr. Babasaheb Ambedkar believed workers have the right to strike; But the weapon of strike should be used sparingly, and it should be for the benefit of workers and not for party political purposes. Today in the modernized world every trade union is using the weapon of strike for political purposes and becoming a hindrance in the development process. He suggested that the All-India Workers' Federation should come together to formulate a policy which would be equally applicable to all working classes and men in government service. Dr. Babasaheb Ambedkar opposed various trade unions for each department. Railway men's Union Posts and Telegraphs Union, Textile Union. A separate union does not solve workers' problems and demands from the government are not met. A majority of the workforce is moving to the service sector, which was earlier to the manufacturing sector. Whether the change is global or national, Dr. Babasaheb Ambedkar Yojana will continue to reflect the thought policies for the workers. For example, group insurance schemes, compulsory insurance schemes, etc. These policies are important from the point of view of healthy human development. resources, which can contribute to our industries and agricultural production with better quality inputs.

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