



INDIA'S LABOUR LEGISLATION AND ITS EMPLOYMENT RELATION FOR THE NEXT DECADE MIGRATED LABOURERS

KEYWORDS

Dr. K.S. Pranatharhiharan

Associate Professor & Head, Department of Hindi, St. Joseph's College (Autonomous), Tiruchirappalli – 620 002, Tamil Nadu.

ABSTRACT *Women play an important role in this society. In this modern world women excel well in all the fields they undertake. Even though they hard, the par difference exists both in organised sectors and in unorganised sectors. In India the working women have to take responsibilities at home as well as in the working place 'Human Migration is the movement by the people from one place to another with the intentions of settling temporarily or permanently in the new location. The movement is often over long distances and from one Country to another, but internal migration is also possible; indeed, this is the dominant from globally. Migration may be individuals, family units or in large groups. There are 7 types of migration. They are Rural-Urban Migration, Intercontinental Migration, Impelled Migration, Forced or involuntary Migration, Seasonal Migration, Return Migration and Long and short term Migration'. Domestic violence is an universal problem.*

Introduction

In the modern era men and women have to work together for the betterment of this society. In this competitive world the worker has to equip himself or herself to retain the position. In the agricultural field men are paid more than the women even though the nature of work is same. At times, women work more than the men. The relationship between the worker and the boss has to be smooth and soft pedaling. It is an obvious fact that exploitation takes place everywhere. As rightly pointed out by Karl Marx he who has money will not give and the who is hungry will not leave. Women have to be respected everywhere. The fact is that India is rich and Indians are poor.

Man was given powers to protect women and to safeguard them. In this male dominated society, women are ill-treated or abused. Women are not given congenial atmosphere at times. Even though they work tirelessly their services are not recognised. In India women can not live alone. As rightly, pointed out by Francis Bacon women are wives in the young age companions in the middle age and nurses in the old age. They sacrifice their life for the sake of husband, family, society and country. A mother protects her five children in their young age. It is understood that in her old age all the five children desert her and she has to live, in the old age home. "Human Migration is the movement by the people from one place to another with the intentions of settling temporarily or permanently in the new location. The movement is often over long distances and from one Country to another, but internal migration is also possible; indeed, this is the dominant from globally. Migration may be individuals, family units or in large groups. There are 7 types of migration. They are Rural-Urban Migration, Intercontinental Migration, Impelled Migration, Forced or involuntary Migration, Seasonal Migration, Return Migration and Long and short term Migration".¹

In the modern era men and women have to work together for the betterment of this society. In this competitive world the worker has to equip himself or herself to retain the position. In the agricultural field men are paid more than the women even though the nature of work is same. At times, women work more than the men. The relationship between the worker and the boss has to be smooth and soft pedaling.

"The world can't rob them of their rights to cherish women vision. People can't turn away their thoughts and feelings. Women's heart portrays the bright picture of "Women's Missing". They dwell silently under the house roof. Thus they lead a peaceful life. They don't take part in the conflicts of the outside world. They are separated from the hard division and harsh voices. Men should not ignore women's thoughts and they should respect their feelings. Generally men do not mind the sufferings of women. The women do not like to waste their lives sleeping in hateful dreams and useless thinking".² and "Domestic Violence is a violent confrontation between family or household members involving physical harm, sexual assault, or fear of physical harm, family or household members include spouse / former spouse, those in [or formerly in] a dating relationship, adults related by blood or marriage, and those who have a biological or legal parent-child relationship. Psychological violence means intense and repetitive degradation, creating isolation, and controlling the actions or behaviours of the spouse through intimidation or manipulation to the detriment of the individual. Domestic violence destroys the home. No one deserves to be abused. The responsibility for the violence belongs to the abuser. It is not the victim's fault! In domestic violence women suffer physical and mental problems. In fact the emotional and psychological abuse inflicted by betters may be more costly to treat in the short-run than physical injury".³

The life situations of women are depicted in a clear manner in Andals Tiruppavai as, "Tiruppavai songs clearly indicate that women were placed in complete subjugation to men whom were the property possessors. Woman used to praise men in glorifying terms and phrases that too in Sanskrit purulence. In Sangam period man was praised for his valor, and distribution of materials. But Tiruppavai songs indicate that man was to be praised for his possession of wealth or the laded property. The women were placed in always in the seek of grace from men. In order to get the grace, the women did personal services to him".⁴ Education termed as man making. In modern lives importance, women education has become one development

objectives. The modern female teachers have challenges and regard to;

- Challenge in adjusting with the fellow colleagues.
- Stressful fruitful interaction with parents and lack of parental support.
- Non co-worker to meet the diverse needs of children.
- Being criticized with students for their continuous failure,
- In understanding the students behaviour,
- Challenge in satisfying the requirements of the management and the organizational values and goals, wrong conception.
- Communication gap with the management and parents.
- Challenge to discuss the failure of the students with their parents. Page 2

Education is the basic need of women's empowerment as it enables to respond to opportunities, to challenge their traditional roles and to change their traditional roles and to change their live.

The women are supposed to have the domains as

- Emotional balance.
- Interpersonal supports.
- Material well-being housing.
- Personal development performance.
- Physical well-being activities of daily living.
- Personal control.
- Social integration.
- Rights – legal, human (respect, dignity, equality) in modern time.

Domestic violence is an universal problem. The migrated labourers have to adjust according to situations, climatic conditions, food, language and environment. They need a lot of patience. It is stated that patience is bitter and its effect will be fruitful. Women have to understand a fact that this society need not recognize them but they have to recognize the society. The modern Indian women have clarity in their thoughts. They have convictions in their work. Women have confidence to face any situation. They have the capacity to do any work. They serve this society with their total commitment.

Man thinks and woman feels. It is stated that man's mind is like a rock and woman's mind is like a water. Hence, women have the capacity to adjust any situation and circumstance by nature. Woman is able to digest the disappointment quickly and she is able to comeback smilingly and she can maintain the normal life. Women have to migrate her position after the marriage. A saying in Asia is that the saints look beautiful if they are lean. Animals look beautiful when they are fat. Men look beautiful when they get education and women look beautiful when they are married. So, women are respected in this society if they are married.

In the Hindu marriages in general, murukku, poruvilangaurundai, athirasam will be kept. Till marriage, the daughter or sister can lead her life as she likes. But after the marriage the girl has to adjust herself with new environment. So, symbolically mother informs the same that when the girl enters the new home after the marriage nobody will come and talk to her except her husband easily. The atmosphere will be grim. Hence, murukku is kept. In the initial stages, when the girl enters the

kitchen, rest of the people will be coming to the hall. When the girl come to the hall all will go to room and gossip about her family members. The girl may not know the meaning. So, poruvilangaurundai is kept. If the girl maintains patience and calm her life will be as sweet as athirasam. So, athirasam is kept. Hence, woman can make a home, a sweet home. Page 3

Women play an integrated part in the development of this society. Her motherly touch can bring laurels in this modern India. Woman can create a new brave world. Women have the power of construction, the power of destruction to destroy the evil forces. The famous Hindi poet Narendrasharma is of the opinion that Draupathi was having Jeevanishakthi. She integrated all the powers of Panchapandavas and fought against the evil forces with the help of Lord Krishna to protect the Dharma. Man can't see without eyes. Like that man can't exist without the help of woman. The conditions and situations of a society is decided by the status assigned to women in it.

Reference Books:

1. International Contemporary Research Journal in Management and Social Science, Hope Sitharanjan (PO), Manapparai (TK), Tiruchirappalli-621306. Vol.2, Issue,2016 p.186.
2. Ibid, p.184.
3. Ibid, p.180.
4. Dr. Vel Karthikeyan, Kurinji Pathipagam, 24, I Sengudar Veedi, Ambur-635802, I Edition Dec 2015, pp. 489-490.