Society & Social Justice · GS - II

Examine the significance of minimum wages, employment security and social security in protecting workers' rights in India. Suggest measures to strengthen labour welfare.

EXAM YEAR	PAPER	SUBJECT
DAILY PRACTICE 03/11/2026	GS - II	Society & Social Justice

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Minimum wages; labour rights; contract employment; social security; pensions; collective bargaining; labour codes; inclusive growth

Model Answer

Introduction

Workers' welfare is essential for inclusive growth, social justice and economic stability. Recent demands raised by the Centre of Indian Trade Unions (CITU) highlight concerns regarding wages, employment security, pensions and social protection.

Significance of Labour Welfare

Minimum wages protect workers against inadequate remuneration and help maintain basic living standards. Employment security reduces uncertainty and supports stable livelihoods. Social security through pensions, insurance and other benefits protects workers against illness, old age and income loss. Trade unions also provide a platform for collective representation of workers' concerns.

Key Challenges

Contractual employment may involve uncertainty regarding tenure, benefits and access to social protection. Low wages, inadequate pension coverage and difficulties in enforcing labour protections can deepen economic vulnerability.

Way Forward

The government should strengthen labour-law enforcement, ensure timely wage payments, improve access to portable social security and expand pension coverage. Labour reforms should be implemented through transparent consultation with workers, employers and trade unions while balancing worker protection with sustainable enterprise growth.

Conclusion

A comprehensive labour-welfare framework can promote dignity, reduce vulnerability and strengthen productivity. Worker protection and economic development should be pursued as complementary objectives.

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