

## **ABOUT THE DEPARTMENT**

The Department of Labour is one of the oldest Departments of Government and is carrying out the responsibility of labour welfare and maintenance of smooth industrial relations. The activities regarding enforcement of labour laws and promotion of industrial peace are simultaneously carried on, so that the twin objectives of industrial growth and labour welfare can be achieved.

At the State level, the Department is headed by the Hon'ble Minister for Labour and he is assisted by the Additional chief Secretary to Government. This Department has 4 Line departments directly functioning under the control of the Hon'ble Minister for Labour. At official level, the Additional chief Secretary to Government, Labour Department, controls and co-ordinates these 4 Line Departments.

The role of the Department is to promote and protect the rights and interests of the working class, while facilitating the growth of industries and ultimately to serve as a strong foundation for all-round development of the human capital i.e. labour resources in the State and thereby achieving meaningful industrial relations culture for inclusive growth.

The activities of the Department naturally reflect the labour policy, implementation of labour legislations and social security/welfare measurers. Agrarian labour relations during the earlier days were simple, based on master-servant relationship. The origin and growth of industrialization, gave rise to the organization of labour and labour movements in the State. As industrial development was limited in pre-independence days, the organization of labour was also limited, and labour resources were not given much attention by the State.

In those days, labourers were treated as a commodity, and, therefore, the terms and conditions of employment were feudalistic. It was more prevalent in the Plantation Sector, where under the Breach of Contract Act, 1859, the estate workers running away from their job were liable for arrest by the Police on a criminal charge and could be tried in judicial courts for 'breach of contract'.

In those days, no labour laws were enacted to protect the rights and interest of the workers. The labourers were not aware of their rights and as a result they suffered under the clutches of their feudalistic employers in those days.

## **VISION**

"Making Karnataka as a model state for global investment and sustainable industrial production based on the twin principles of decent quality employment generation and inclusive all-round development of working class by designing and implementing feasible creative approaches and pragmatic operational strategies".

## **MISSION**

"To evolve model frameworks in respect of Labour Legislations, Policies, Action Plans, Schemes and Programmes by involving all the parties vitally concerned and implementing the same using advanced technologies so as to achieve efficiency and effectiveness in reaching the target group and thereby ensuring Karnataka's competitiveness in the domestic and global market as a preferred destination for investment and decent quality employment generation".

## **AIM**

"To evolve and implement progressive reform measures, which usher in the inclusive development of productive partners namely employees and employers and to achieve peaceful, symbiotic and harmonious industrial relations in the State by creating congenial atmosphere for socio-economic development through pro-active labour administration".