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“Empowering Industrial Workers Through legal Literacy: Challenges and Strategies to Enhance Awareness of Legal Protections and Aid in Hazardous Workplaces”

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Abstract

The workmen who work in dangerous industrial settings fail to recognize that their labor rights and health protection, and workplace safety are still accessible to them despite their daily hazards. As Industrial workmen are also entitled to get free legal aid under Legal Services Authorities Act, 1987 they still faces many challenges in reaching out to courts. This research paper explores protective legal aid for workplace rights of employees within dangerous job environments. Workers refrain from seeking justice through available labor laws made to protect them as a result of their lack of legal understanding and their apprehension about employer retaliation and insufficient legal support for their cases due to the fear of court proceedings. Labor rights education is possible through free or affordable legal aid, which is already provided under the statutes. The essential services encounter three main operational barriers because they experience limited financial resources and delayed identification of clients as workers frequently question the fairness of judicial institutions. The paper examines judicial cases with legislative statutes as well as suggestions to identify solutions for these obstacles. It assesses how legal aid can be tailored to address these fears and encourage workers to assert their rights. Panel lawyers who provide support services develop into strong shields, which defend workmen members in hazardous while enhancing their job environment equality. The research methodology for this article will be doctrinal in nature.

Keywords: : *Legal Aid, Industrial Workmen, Hazardous Workplaces, Legal Literacy, Labor Rights.*

1: Introduction

Justice has played an important role in the existence of humans since the dawn of the human civilization¹. Justice is derived from the Latin word *justitia*, meaning ‘to bind’ or ‘tie together.’² In its broadest sense, justice refers to an impartial order of human relations based on general principles. Human society cannot advance without justice, which is the foundation of all civilizations. Throughout history, humans have exploited the weak in order to survive.³ However, due to human beings’ divine nature, they strive for justice from one another.⁴ Just societies protect the rights of individuals and groups according to the law. The act of oppression or abridgement of these rights constitutes injustice, negating society’s very basis. It was therefore deemed necessary that those at risk of exploitation must be safeguarded at the outset. The growth of state power resulted in the replacement of private vengeance and violent self-help by civil and criminal justice administration.⁵ India, it seems, may well be a case in point. Although there is a great amount of written material on Indian labor law and associated topics, much of it is of a highly fragmented nature, comprising very short articles and notes on the very wide range of matters covered in India’s voluminous array of employment.⁶ There are also a number of conventional labor law texts and commentaries which are descriptive of the labor laws and institutions.⁷

The Indian labor law is a combination of various central acts, which have since been revised by Indian states, and state specific acts. Various acts of labor

apply depending on the size of the number of employees in a company. Most nonagricultural labour force is not employed in the organized (formal) sector determined either by the maintenance of regular accounts or the applicability of the labor and social protection.⁸ The main legislation that has been used in relation to job security and worker and employer rights in labor disputes is the Industrial Disputes Act (IDA). The IDA and its state- and central-level amendments are seen as depriving firms of enough flexibility to encourage growth in the formal sector, and the legislation needs to be updated (see, e.g., CII 2004). As an example, under an IDA amendment of job security, in Chapter V-B, which became effective in 1984 (since 1982), industrial firms employing more than 100 permanent workers have been obligated to seek state government authorization regarding the dismissal, or retrenchment, of a permanent employee or the winding down of the business.⁹

The resolution of industrial conflicts and the application of labor and industrial laws are on the jurisdiction of the state government, except for certain industries. On paper, the protection of formal workers may seem very strict, but on the ground, this may be another issue. Indian states amended their central IDA one by one until the end of the 1980s; since then, very little has changed with the paper. Although the application of labor laws has not changed formally, it is seen that there has been a change in the application of the set laws, particularly regarding the liberalization wave experienced in the 1990s.¹⁰

¹ Twinkle, ‘Concept of Justice’, Legal Bites.in. 9 August 2018. <https://www.legalbites.in/concept-of-justice/>

² Anish Kumar Tiwari, ‘Meaning, Principles and Types of Justice’, Law Scholars Nepal, 4 January 2021. <https://lawsscholarsnepal.com/meaning-and-definition-of-justice/>

³ William R. Vance, ‘The Historical Background of the Legal Aid Movement’, The Annals of the American Academy of Political and Social Science 124 (1926). <https://www.jstor.org/stable/101236>

⁴ Tufail Ahmad Qureshi, ‘Justice in Islam’, Islamic Studies 21, no. 2 (1982): 35–51. <https://www.jstor.org/stable/20847199>

⁵ Avtar Singh and Harpreet Kaur, Introduction to Jurisprudence (Gurgaon: Lexis Nexis, 2021), 145.

⁶ Index to Indian Legal Periodicals, Vols. 1–49, The Indian Law Institute, 1962–2011.

⁷ Leading labor law texts include: Kothari & Kothari (1987); Malik (2011); Mishra (2011)

⁸ Sonja Fagernäs, “Labor Law, Judicial Efficiency, and Informal Employment in Indiajels” 7 *Journal of Empirical Legal Studies* 282–321, (2010).

⁹ Prior to this, the employment threshold was 300 workers. A layoff refers to temporary unavailability of work, whereas retrenchment is permanent.

¹⁰ Sen, R. (2003) *Industrial Relations in India: Shifting Paradigms*. New Delhi: Macmillan

Access to legal assistance empowers workers to resist unsafe practices, report violations, and demand better working conditions. However, several challenges hinder the effectiveness of legal aid interventions, including limited outreach, fear of employer retaliation legal procedures and gaps in enforcement mechanisms. This paper examines how legal aid organizations can address these challenges, the extent of their impact on workers' awareness and actions, and the overall effectiveness of their interventions. By analyzing case studies and legal frameworks, this study seeks to assess how legal aid contributes to improving workplace safety and ensuring workers' rights are upheld. In addition, it highlights the role of policymakers, trade unions, and advocacy organizations in strengthening legal support systems for industrial workers. The findings will provide insights into best practices and strategies in the form of suggestions for enhancing legal aid interventions, ultimately contributing to a safer and more equitable work environment for industrial workers facing hazardous threats.

Review of Literature

"Using Legal Empowerment for Labor Rights in India" by Rina Agarwala (2019) in her research article explores how legal empowerment has evolved in India through three waves of labor movements. The first wave (early 1900s–1970s) focused on national legislation for labor rights; the second wave (1980s–2000s) used judicial activism and Public Interest Litigations (PILs) to enforce labor protections, and the third wave (1990s–present) combines legislative, executive, and judicial efforts to include informal workers. The study highlights labor's changing role, showing how informal workers have expanded legal definitions of labor rights while facing challenges in implementation. The paper argues that labor struggles are interconnected with identity-based movements and calls for a more inclusive approach to legal empowerment.¹¹

Vivienne Walters and Margaret Denton in their research article "Workers' Knowledge of their Legal Rights and Resistance to Hazardous Work" (2019) examines how workers' awareness of occupational health and safety laws influences their

willingness to resist dangerous work conditions. It finds that those who are most disadvantaged in the workplace tend to be the least aware of their rights. While knowledge of legislation is linked to resistance against hazardous work, other factors influencing workers' actions remain unclear. The study suggests that increasing legal awareness among vulnerable workers is essential to enhancing workplace safety. It emphasizes the need for targeted legal education and support to empower workers in hazardous industries.¹²

Dev Kumar Sharma in his research article "Legal Aid in India: Promoting Access to Justice and Empowering the Marginalized" (2023) discusses the importance of free legal aid in ensuring justice for economically and socially disadvantaged groups. It highlights the role of Article 39A of the Indian Constitution in providing legal aid and the establishment of institutions like the National Legal Services Authority (NALSA) and State Legal Services Authorities (SLSAs). Despite these initiatives, challenges such as inadequate funding, lack of awareness, and geographical disparities hinder effective implementation. The document emphasizes the need for increased funding, awareness campaigns, and mandatory pro bono work for lawyers to improve access to justice. Strengthening legal aid infrastructure is crucial for ensuring equal justice for all in India.¹³

Research Objectives

1. To analyze the effectiveness of legal aid services in ensuring industrial workers' protections under the Legal Services Authorities Act, 1987.
2. To identify the key challenges and barriers preventing industrial workers from utilizing legal aid and propose suggestions to improve legal accessibility and awareness.

Research Gap

Despite the availability of legal aid under the Legal Services Authorities Act, 1987, industrial workers in hazardous workplaces remain hesitant to assert their rights due to a lack of legal awareness and fear of employer retaliation. Existing literature primarily

¹¹ Rina Agarwala (2019) Using Legal Empowerment for Labor Rights in India, *The Journal of Development Studies*, 55:3, 401-419,

¹² Walters, V. & Denton, M. (1990). "Workers' Knowledge of their Legal Rights and Resistance to Hazardous Work" *Relations industrial's / Industrial*

Relations, 45(3), 531–547. <https://doi.org/10.7202/050607ar>

¹³ Dev Kumar Sharma, *Legal aid in India: promoting access to justice and empowering the marginalized*, *ile explorer (ile lp)*, 1 (1) of 2023, pg. 22-26,

focuses on labor laws and workplace safety regulations but lacks an in-depth analysis of the practical challenges workers face in accessing legal support. The disconnect between legal aid services and industrial workers highlights a gap in ensuring effective legal assistance in hazardous environments. Furthermore, financial constraints and delays in identifying affected workers hinder the timely provision of legal aid. There is limited research on how panel lawyers can proactively bridge this gap and build trust in judicial institutions. Additionally, studies have not sufficiently explored tailored legal education programs that address workers' fears and misconceptions about legal proceedings. This paper aims to fill these gaps by assessing how legal aid interventions can be optimized to enhance workplace justice for industrial laborers.

Research Methodology

The Research Methodology for this study would be Doctrinal involving available acts and mechanism on Legal aid and labor rights. The research would analyze the actionable legal strategies or policy reforms aimed at enhancing the role of Legal aid awareness programs in educating laborers for their rights. Main source of data collection is secondary. Secondary data provide a starting point for research and offer the valuable source of information. The secondary data is collected from different journals, articles, and websites various laws relating to labor rights and legal aid in India. By following these guidelines and utilizing the available literature, the research will address crucial integration of legal aid into educating industrial workmen through legal aid programs.

Legal Aid in India: Legal Framework

The legal assistance is needed to ensure that there is a just judicial process. Legal aid gives the citizens confidence in the justice administration. People must have the full access to the judicial system in order to defend their rights and raise grievances. Poverty,

discrimination in the law and institutions, lack of education and knowledge about their rights, language, inadequate institutional capacity, inadequate laws and fears of reprisals or stigmatization are the reasons why many people do not have access to justice. Such barriers to access to justice need to be overcome through the aid of the law.¹⁴

State-funded legal assistance is either absent or not very abundant in most countries. Criminal cases are typically considered to be under the jurisdiction of legal aid. Family law, property law or other civil disputes are not in most states, which disrupts access to justice in these fields. Inadequate financing and workforce within legal aid systems, restrictive definition of legal aid or eligibility standards, incompetent legal aid advice, weak supervision and institutional support, limits access to legal aid services by many women in the world, children, rural inhabitants, indigenous and minority groups and persons with disabilities.¹⁵

Because of the status of the state as a welfare state, it has an obligation to provide justice to every citizen. All citizens are provided with legal representation by the Constitution and other laws. Article 21 of the Constitution was used by the Supreme Court to encompass the right to legal aid at the expense of the state as a component of the right to life and liberty. The right to equality is violated in that the denial of justice was due to economic and social inequalities. Thus, the right to have the right to judicial remedies to defend oneself or make a complaint is the right to life. Article 21 of the Constitution acknowledges the right to life as a part of the right to legal assistance in crime cases. In India, free legal aid is given by the Constitution and other statutory laws.¹⁶

Constitution of India

In order to achieve the lofty principles of the preamble of the Constitution, articles 14 and 21 of the Constitution afford free legal representation at the expense of the state when the accused's life or personal

¹⁴Sohail Nazim, "Historical Development of Legal Aid System in India: A Legal Perspectives" 17 *History and Sociology of South Asia* 69 –84, (2023).

¹⁵ United Nations Office on Drugs and Crime, *Early Access to Legal Aid in Criminal Justice Processes: A Handbook for Policymakers and Practitioners* (New

York: UNODC, 2014). http://www.unodc.org/documents/justice-and-prisonreform/eBook_early_access_to_legal_aid.pdf

¹⁶Sohail Nazim, "Historical Development of Legal Aid System in India: A Legal Perspectives" 17 *History and Sociology of South Asia* 69 –84, (2023).

liberty is under threat. The need to have a reasonable, fair, and just procedure under Article 21 of the Constitution is implicit. Thus, being harmonized with the right, in Art. 22 (1), the right to be legally assisted at state expense cannot possess an individual character in scope and content. The state fails to ensure that this right is equally safeguarded, it has been argued that it must be a directive principle. Chapter IV of the Constitution of India was amended through the Constitution 42nd Amendment Act, 1976, in which a new Article 39A was incorporated that offered equal justice and free legal assistance. The Supreme Court expanded Article 21 of the Constitution, applying the directive principles of state policy. The right to legal assistance provided in Article 21 is enhanced by inserting Article 39A in the directive principles of the state policy.¹⁷

Code of Criminal Procedure

CrPC section 304 declares that the defendant who is not in sufficient means to hire an advocate will be defended at the state's expense concerning Session trials.¹⁸ The accused is entitled to enjoy free legal assistance whenever he or she is arrested in attempting to commit a cognizable offense or until the trial is completed.¹⁹ In the situation when a person accused cannot be defended by means of an advocate, the court should choose a counsel rather than leave him or her undefended.²⁰ The magistrate or the Sessions judge who the accused is facing charges before finds it worthwhile to remind the accused that in case they cannot afford to hire an attorney due to poverty or deprivation, they can receive free legal services.²¹ They are supposed to designate well learned counsel to defend under-trials on the expense of the state.²² They should not offer free legal aid at the cost of the state in economic crimes and child abuse offenses.²³ The defendant has no right of pleader of choice in his or her defense at the expense of the state.²⁴

¹⁷ Sohail Nazim, 'Reconstructing Clinical Legal Education: A Pathway to Criminal Justice Administration', *Jamia Law Journal* 5 (2021).

¹⁸ S. C. Sarkar, P. C. Sarkar, Sudipto Sarkar and H. R. Jhingta, *The Code of Criminal Procedure* (Gurgaon: Lexis Nexis).

¹⁹ Ibid.

²⁰ *Khatri & Ors v. State of Bihar & Ors*, SCC 1981 635

²¹ Ibid.

²² *Kadra Pehadiya v. State of Bihar*, AIR 1981 SC 939

²³ *Khatri & Ors v. State of Bihar & Ors*, SCC 1981 635.

²⁴ *Sadhan*, 81 Cal. WN 440.

Legal Services Authorities Act, 1987

The establishment of legal services authorities at national, state, district and tehsil levels to facilitate the delivery of criminal justice is approved by the Legal Services Authorities Act, 1987. The authorities of the legal services offer legal services to accused/convicts in custody or otherwise coming within the eligibility criteria provided under Section 12 of the Legal Services Authorities Act, 1987. Legal services are being offered on remand, trial and appellate levels in criminal cases.²⁵ NALSA also makes sure that no citizen should be denied an opportunity to access justice because of his disabilities.²⁶ In 2020, close to 631,758 individuals were assisted by receiving legal services under the Legal Services Authorities Act.²⁷

National Legal Services Authority (Legal Aid Clinics) Regulations, 2011 Under section 29 of the Legal Services Authorities Act, 1987, and under section 4 of the said Act, the central authority issues regulations to ensure that the weaker sections of the society are given free legal services, just like the urgent health services provided at the primary health centres under section 12 of the said Act. The rules further provide that to increase access to justice, the district legal service authority and law schools will operate legal aid clinics to give free legal aid to the poor and the needy. Paralegals and law students will be employed in offering legal assistance.²⁸

National Legal Services Authority (Legal Services Clinics in Universities, Law Colleges and Other Institutions) Scheme, 2013

National Legal Services Authority (Legal Aid Clinics) Regulations, 2011 Under section 29 of the Legal Services Authorities Act, 1987, and under section 4 of the said Act, the central authority issues regulations to ensure that the weaker sections of the society are given free legal services, just like the urgent health services provided at the primary health centers under section 12

²⁵ Ibid.

²⁶ D. D. Basu and S. S. Subramani, *Commentary on the Constitution of India*, 9th edition, Vol. 7: Articles 36–79 (Gurgaon: Lexis Nexis, 2010).

²⁷ National Legal Services Authority, 'Legal Service Beneficiaries, April 2020 to March 2021'. <https://nalsa.gov.in/statistics/legal-service-beneficiaries-april-2020-to-march-2021>

²⁸ Sohail Nazim, "Historical Development of Legal Aid System in India: A Legal Perspectives" 17 *History and Sociology of South Asia* 69–84, (2023).

of the said Act. The rules further provide that to increase access to justice, the district legal service authority and law schools will operate legal aid clinics to give free legal aid to the poor and the needy. Paralegals and law students will be employed in offering legal assistance.²⁹

Right to Legal Aid: Judicial Pronouncements

Justice means the rule of law, settlement of disagreements and organizations that create and implement the law. Fairness is a major tenet of justice. Each person rightfully deserves justice. The legal system ought to be accessible to everyone irrespective of their economic and social conditions in order to be given justice and to make sure the law applies uniformly to everyone. Justice has been identified as one of the fundamental principles in the preamble of the Indian Constitution.³⁰

Article 39A was included into the Constitution by the 42nd Amendment Act of 1976. It encourages equal opportunity founded on justice. This is the role of the state to offer free legal services to the poor. It aims at giving the impoverished litigant equal protection with the rich adversaries by granting it easy access to the court of law. Legal aid and assistance have also been provided to poor people.³¹ Article 39A and Articles 14 and 21 are also viewing it as a mandate.³² According to the court, legal assistance constitutes the right to personal liberty provided by Article 21 and can be implemented.³³

Hussainara Khatoon v. the Supreme Court, State of Bihar has found out that the system that does not offer legal assistance to poor people who lack finances and would go to court without counsel representation is unjust, unreasonable and unfair. In *Khatri v. State of Bihar*³⁴ (II), the Supreme Court once more stressed that the state governments are not entitled to deny the poor legal representation due to their inability to do so either economically or administratively. Moreover, the Articles 14 and 22(1) of the Constitution demands the state to ensure justice. The right to free legal aid has been recognised by a number of Supreme Court cases to be a right to life. By turning free legal assistance into

an essential right in Article 21 of the Constitution, the Supreme Court broadened the application of Article 39A.³⁵

In M. H. Hoskot v. State of Maharashtra,³⁶

The court ruled that it was a Constitutional right to legal aid. The court concluded that free legal assistance at the trial and appellate court at which the deprivation of life or personal liberty is involved is an essential part of procedural justice. Consequently, where a prisoner, by reason of incapacity to employ counsel, and where such incapacity is the result of an incommunicado situation or indigence, the court shall, where the circumstances of the case, the severity of the sentence, and the ends of justice should require it, appoint competent counsel to defend such a prisoner, without his objection to the appointment. The State is required to pay these services.³⁷

In Hussainara Khatoon v. Home Secretary, State of Bihar,³⁸

The issue of under trial prisoners not being on bail was discussed in the court and it was mentioned that an extensive legal services program was required. It had the view that legal services are a necessary component of just, fair and reasonable procedure in the Article 21. The court reviewed that it is a constitutional right of all accused individuals who cannot afford a lawyer because of factors like poverty, indigence or incommunicado predicament to have a lawyer availed by the state, when the circumstance of an instance and the nature of justice necessitate it. The court further specifically ordered that the magistrates should at the next remand dates assign lawyers (paid by the State at its own expense) on behalf of the under trial prisoners charged with bailable offences or who had been confined in prison longer than one half of the maximum penalty which could have been meted on them, to make an application on their behalf to be released on bail. Lastly, it left an impression on the

²⁹ Ibid.

³⁰ Muralidhar, Law Poverty and Legal Aid.

³¹ *State of Maharashtra v. Manubhai Pragaji Vashi*, AIR 1996 SCC 1

³² *Sheela Barse v. State of Maharashtra*, AIR 1983 SC 378.

³³ *Sugreev v. Sushila Bai*, AIR 2003 Raj. 149

³⁴ AIR 1981 SC 928.

³⁵ Sohail Nazim, "Historical Development of Legal Aid System in India: A Legal Perspectives" 17 *History and Sociology of South Asia* 69–84, (2023).

³⁶ (1978) 3 SCC 544.

³⁷ National Law University, 'Project 39A'. <https://www.project39a.com/legal-aid-landmark-judgments>

³⁸ (1980) 1 SCC 98.

Government of the necessity to implement a total legal services program.³⁹

In Khatri & Ors v. State of Bihar and Ors,⁴⁰

The State cannot escape the constitutional duty of availing free legal services to an indigent accused in pleading financial or administrative incapacity. It has been stressed that such an obligation is imposed when the accused is produced for the first time before the magistrate. Observing that there is ignorance of the legal rights, the court made a determination that there is a duty on the magistrate to tell the accused that in the event that he cannot afford the services of a lawyer, he is entitled to receive free services at the expense of the State. The court specified that this is only applicable in instances that would lead to imprisonment and the circumstances of the case and needs of social justice warrant that he be provided free legal representation. The court states that when one is dealing with cases related to offences like economic or prostitution or child abuse, legal assistance doesn't need to be made.⁴¹

In Sheela Barse v. State of Maharashtra,⁴²

The State has no constitutional option than to offer free legal service to an indigent accused on the ground of financial or administrative incapacity. It pointed out that this duty is appended at the time when the accused is presented in the presence of the magistrate. Observing that the legal rights have been unaware, the court believed that there was a duty on the magistrate to inform the accused that in case one cannot afford the services of an attorney, he can have free legal services on the expense of the State. The court made the qualification that this is only applicable in situations where a person would have been imprisoned and also in situations where the case circumstances and the demands of social justice dictate that he ought to be provided with free legal services. The court indicates that cases that entail crimes like economic crimes, prostitution or child abuse do not need to have legal aid provided.⁴³

The Supreme Court of India clarified that Articles 39A, 14 and 21 of the Constitution carry imperative notions that an accused person, who has been arrested and is in danger of losing his life or liberty must be provided with free legal assistance. Due to the

interpretation of Article 39A in conjunction with Article 21 it has been proven that free legal aid at state cost is now an inherent right to any person charged with a crime that threatens his life or liberty.⁴⁴

Challenges

In most of the world, the workers have not appeared to have fared especially well but have actually fallen behind in comparison. It could be due to the fact that those who made the policies were not interested but it also could be that they were interested but they do not know how the labor market functions and thus their intervention failed them in the manner in which they thought it would.⁴⁵

It is a common argument among observers that trade unions apply the muscle power to ensure that the organized labor benefits itself at the expense of other workers. However, in the real world, it is not that clear that organized labor has performed that well too. One factor behind this is the fact that the interaction between the legal and the contractual climate of a country and their welfare is complex enough that trade unions do not necessarily know what is beneficial to them and thus do not insist on what is in their interest.⁴⁶ Due to the myriad labor legislations in India, workers meant to protect laborers, may have actually hurt them. Some of the key Challenges faced by Indian Laborers are;

1. **Lack of Legal Awareness** – Many industrial workers remain unaware of their rights under labor laws and legal aid provisions. Their limited knowledge prevents them from seeking justice, making them vulnerable to unsafe working conditions and exploitation.
2. **Fear of Employer Retaliation** – Workers often hesitate to take legal action due to concerns about job loss, workplace discrimination, or other forms of retaliation from their employers. This fear discourages them from asserting their rights even when faced with dangerous conditions.
3. **Inaccessibility of Legal Aid Services** – Despite the provision of free legal aid under the *Legal Services Authorities Act, 1987*, workers in hazardous industries struggle to

³⁹ National Law University, 'Project 39A'

⁴⁰ (1981) 1 SCC 627.

⁴¹ (1981) 1 SCC 627.

⁴² (1983) 2 SCC 96.

⁴³ National Law University, 'Project 39A'.

⁴⁴ Jain, *Indian Constitutional Law*, 1505.

⁴⁵ Kaushik Basu, *Labor Laws and Labor Welfare in the Context of the Indian Experience*, 2005

⁴⁶ *Ibid.*

access these services due to a lack of outreach, complicated legal procedures, and geographical barriers.

4. **Financial Constraints** – While legal aid is free, workers may still face indirect financial burdens, such as loss of wages due to prolonged legal proceedings or costs associated with gathering necessary documents and evidence for their cases.
5. **Delayed Identification of Clients** – Many legal aid authorities face difficulties in identifying eligible beneficiaries in industrial workplaces. Workers often remain hesitant to report their grievances, further delaying their access to justice.
6. **Distrust in Judicial Institutions** – Industrial workers frequently question the fairness and efficiency of judicial institutions, believing that the legal system favors employers or that cases will take too long to resolve. This skepticism discourages them from pursuing legal recourse.
7. **Limited Number of Panel Lawyers** – The shortage of panel lawyers specializing in labor laws and industrial workplace disputes affects the quality of legal aid services. Inadequate legal representation weakens the impact of legal aid in ensuring justice for workers.
8. **Bureaucratic and Procedural Barriers** – Complex and lengthy legal procedures discourage workers from filing complaints. The need for extensive documentation, slow processing of cases, and complicated court formalities create additional hurdles.
9. **Ineffective Implementation of Labor Laws** – Even though labor laws exist to protect industrial workers, weak enforcement and employer influence over legal processes often prevent workers from receiving the protection they deserve.
10. **Lack of Union or Collective Support** – In many hazardous workplaces, labor unions or worker collectives are either weak or non-existent. Without collective bargaining power, individual workers find it difficult to challenge injustices or demand better legal protections.

Suggestions

1. **Strengthening Legal Awareness Programs** – Many industrial workers lack awareness of their legal rights. Conducting legal literacy campaigns, workshops, and outreach programs in hazardous industries can bridge this gap.
2. **Enhancing Accessibility to Legal Aid** – Legal aid services should be more proactive in reaching out to industrial workers. Mobile legal aid clinics, helplines, and dedicated labor law panels can ensure timely assistance.
3. **Reducing Fear of Employer Retaliation** – Workers often hesitate to seek legal help due to fear of losing their jobs. Strengthening whistleblower protections and ensuring confidentiality in legal proceedings can encourage workers to assert their rights.
4. **Addressing Financial and Procedural Barriers** – Many workers perceive legal aid as ineffective due to financial constraints and prolonged case durations. Expediting legal processes, increasing funding for legal aid authorities, and appointing more panel lawyers can help overcome these hurdles.
5. **Judicial Reforms and Policy Interventions** – Reviewing labor laws, ensuring strict enforcement, and introducing policies to facilitate faster dispute resolution can make legal aid more effective in hazardous workplaces.
6. **Transparency and Accountability in Labor Unions** – Often the head of labor Union tends to exploit the rights of laborers rather assisting them. Observers argued that they tend to exploit by depriving laborers by getting their due amount of compensation or wages. This make them remain deprived and in distress. So by integrating transparency in the unions may result in unbiased and fair regulation.
7. **Collaborative Efforts of DLSA's and Law Students** :Through the collaborative efforts of para legal volunteers and law students, district authority can target industries to organize legal aid camps and workshops to educate and insights to workmen about their legal rights.

Conclusion:

The issue of workplace justice of industrial workers in such hazardous workplaces is multi-faceted, the legal assistance being an important measure to protect the rights of workers. Though there are certain labour protection laws and the free services of legal advice are available in accordance with the Legal Services Authorities Act, 1987, industrial employees still have a lot of problems in getting justice. These consist of a dearth of legal enlightenment, a sense of employer suppression, and inaccessibility to legal counsel. To overcome such obstacles, it is necessary to enhance the level of legal literacy, increase access to legal assistance services, and introduce policies that allow workers to avoid discrimination and unfair treatment at work.

Panel lawyers and legal aid institutions must actively engage with industrial workers, providing timely and effective representation to bridge the justice gap. Additionally, reforms in labor policies and judicial processes can create a more worker-friendly legal environment, ensuring that industrial employees can assert their rights without fear. By removing financial, procedural, and psychological barriers, a more just and equitable workplace can be achieved, where every worker regardless of the risks associated with their job is assured protection under the law.

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