



“ENSURING EQUITABLE ACCESS FOR MSMEs: EMPOWERING THE WORKFORCE”

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ABSTRACT:

Micro-, small and medium-sized enterprises (MSMEs) contribute to achieving the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs). MSMEs help reduce levels of poverty through job creation and economic growth; they are key drivers of employment, decent jobs and entrepreneurship for women, youth and groups in vulnerable situations.

This study tries to understand labour rights for self-employed and MSME workers. It finds a trend towards extending equal protection to all workers, regardless of enterprise size. Governments are using labour laws, as well as other policies, to achieve this.

Despite the belief that labour regulations can hinder enterprise growth, this study states the significance that labour laws cannot be completely excluded from MSMEs. Exclusions or special regimes are typically applied to micro and small enterprises, while medium-sized enterprises usually receive full coverage.

To enforce labour laws among MSMEs, innovative approaches such as targeted inspections and awareness campaigns are being used.

The study suggests that labour legislation is neither a major obstacle nor a cure-all for promoting enterprise growth and sustainability. Further research is needed to assess the impact of recent labour law reforms on MSMEs.

Keywords: Equality, MSMEs, Labour laws, sustainable.