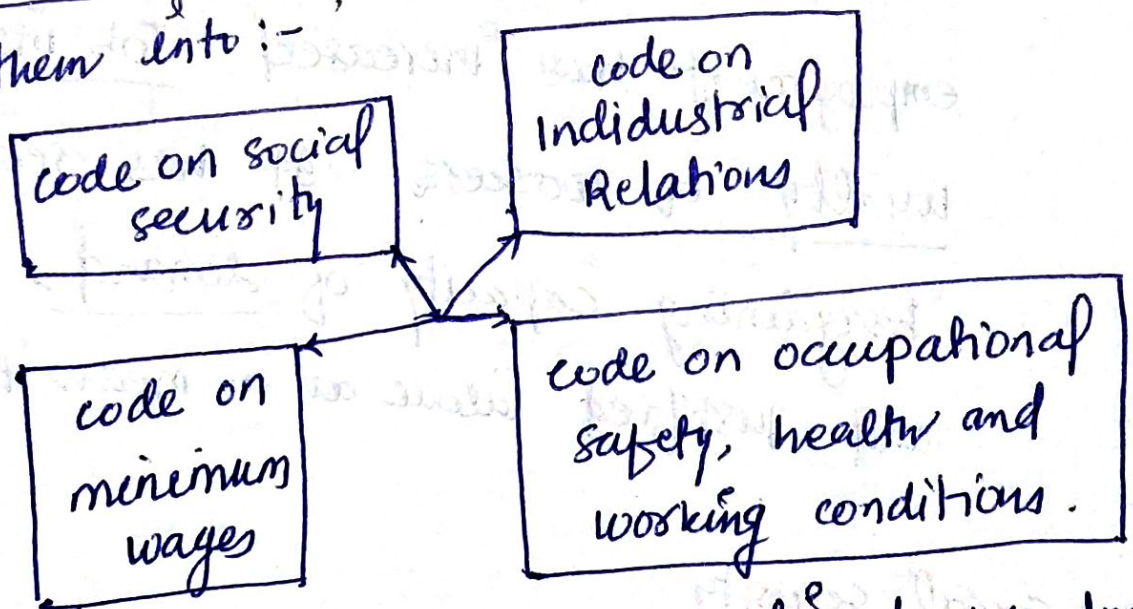


Labour codes

In order to boost manufacturing sector central government has simplified labour laws into four labour codes.

Labour laws in India were known for complexity and hinderances to ease of doing business ranking. On the recomme-

dation of various committees (and labour commission), the government finally simplified them into:-



These code have streamlined, broadened various designations and accentuated the focus on manufacturing sector. But, trade unions

have raised concerns over them such as

Industrial Relations

① It will impact the ability of workers to strike and Bargain → since only those unions having 51% workers support and with 14 days notice can call strike.

② The provision of tribunal empowers executive by violating supremacy of power.

③ Hire and Fire → The 'Fixed Term' employment has increased Job insecurity loyalty of workers. It has reduced the bargaining capacity of demand, holiday etc and justified labour as a mean to end.

Social Security

① Inclusion of Gig workers, platform workers is a step in right direction, but vagueness in definition will create troubles

in dispute resolution

ex - Ola driver is both a platform + gig + unorganised worker.

② No universality in providing social security since code differentiate between workers within an establishment. ex - provision of 18000 ₹/month

③ fragmented setup of Central Board of Trustee and ESIC has not been resolved.

④ mandatory Aadhar linkage though creates database goes against puttaswamy judgement of privacy as fundamental right.

occupational safety

① Exemption power of state provides it discretion which may impact workers interest in industries.

② Removal of civil courts in hearing matters which may be criminal wst. occupational safety goes against natural justice.

Despite, undoubted need of reforms, the codes goes against the 'give & Take' relation between workers and manufacturing establishment.

This can impact latently the manufacturing sector.

way forward

- ① universality of security by including agricultural labour, unorganised sector as recommended by and commission.
- ② Demand based economy will revive manufacturing only when 80% unorganised labour force will have money, which comes through empowering them.
- ③ contract labour should have threshold as recommended by National Commission on Labour 2002 to provide job security. [after the threshold permanency should be a norm].