

Date 15/10/2020

MBA III HR

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Recent amendments in labour laws 2020:

parliament on Wednesday passed

the three labour Code bills. the occupational Safety, health, and Working Condition Code 2020, 6-10-2020.

The Code on Social Security 2020, NO-36/2020 as on 6-10-2020.

The Industrial Relation Code NO: 35/2020 as 6-10-2020

- merging 24 Central labour laws in a major boost to labour reform.

Cabinet approves amendments to 3 three labour laws. 9th Sept. 2020, 6:34 A.M.

The codes - to be moved in the forth coming monsoon session of parliament - will allow states to introduce significant changes to their labour laws.

Gujarat and MP to exempt new businesses from provisions of two labour laws for 1000 days.

Employers will get the flexibility to hire and fire workers and do away with paying bonus and wages at double the hourly rate of extra work. 22 July 2020.

15/10/2020

MBA III HR, HCOI

Recent development in labour law

Lok Sabha passes three labour code ²⁰²⁰ bills: What do they mean for India's employers and workers?

The three labour codes are part of the govt reform drive, geared simplifying India's labour legislation and improving ease of doing business.

Key point Highlights:

- As per the IR Code, a worker cannot go on strike without providing, at least 60 days notice.
- The Social Security (SS) Code propose the formation of a Social Security fund to provide social security to unorganised workers, gig workers, and platform workers.
- The OS Code seeks to subsume the inter-state Migrant workers (Regulation of employment and Conditions of Service Act, 1979 along with 13 other acts.

The Lok Sabha, on Tuesday, passed three new labour codes - the Industrial Relation Code, 2020, Social Security Bill 2020, and Occupational Safety, Health, and Working Condition Bill 2020 as the govt amalgamate 44 central labour acts into four codes, towards simplifying India's law and improve ease of doing business.

Recent amendment in labour laws 2020

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The Code on Wages, which had proposed the universalisation of minimum wages was cleared by parliament last year.

Industrial Relation Code Bill 2020

The industrial relation code bill, the govt has sought to amend the definition of 'Strike' to bring 'mass casual leave' under its ambit under the IR Code, if over 50 per cent of company workers take concerted casual leave, it will be treated as a strike.

More importantly though, the code also seeks to restrict the ^{right of} workers to strike. As per its reading, a worker cannot go on strike without providing, at least, a 60 day notice, and not while proceedings before a Tribunal or National Industrial Tribunal are taking place. Following the conclusion of these proceedings, workers are disallowed from going on strike period of 60 days.

The Code has been expanded to cover all industrial establishments.

The IR code also allows companies with up to 300 workers to fire workers without having to gain govt approval.

Currently, only industrial establishment with under 100 workers are allowed to do so.

It also raises the threshold for the requirement of a standing order to 300 workers.

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MBA III HR

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Recent amendments
in labour laws 2020

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Industrial establishments with 300 or fewer workers will no longer be required to furnish a standing order. Labour experts have noted that such provisions may enable companies to introduce arbitrary service conditions for their workers.

The Social Security bill, 2020:

The Social Security Code proposes the creation of a national social security board which will take on the responsibility for formulating suitable schemes for unorganised workers, gig workers and platform workers. The govt, the code states, shall formulate and verify from time to time, suitable welfare schemes, including schemes relating to 'provident fund' employment injury benefit, housing, educational scheme for children, skill up gradation of workers, funeral assistance, and old age homes.

The govt can trap social responsibility funds (wherein the meaning of the Companies act 2013, or any other such source may be specified in scheme. The social security code lays down the setting up of a national social security board to recommend to the central govt suitable schemes for unorganised sector workers.