



V.V. Giri National Labour Institute
Noida, Uttar Pradesh, India – 201301

Online Training Programme on
**Recent Initiatives towards Codification of Labour Laws in
India**

May 27-29, 2020

Context

Labour law seeks to cater to the needs of the industry and the workers which keep on changing with the passage of time. The law also needs to be changed, reviewed and modified as per the contemporary requirements of the labour market. In the context of India, as per the scheme of the Indian Constitution, labour being in the 'Concurrent list' this exercise can be carried out both by the Central as well as various State Governments. Accordingly, a number of amendments have been carried out both by the Parliament and various State Legislatures in many Labour Legislations since their enactment. In addition, a number of incremental labour reforms have also been made by way of issuing notifications. However, recognizing the long-felt need of the industry and the workers belonging to various sectors and sub-sectors of the economy, the present government has initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in four major Labour Codes viz. (i) Labour Code on Wages; (ii) Labour Code on Industrial Relations; (iii) Labour Code on Social Security; and (iv) Labour Code on Occupational Safety, Health, and Working Conditions. These codes seek to amalgamate, simplify and rationalize the core features of various central labour legislations.

A number of evidence based studies suggest that a substantial proportion of employers and workers/employees, especially those engaged in the informal and the unorganized sector remain deprived of most of their legitimate dues in terms of basic labour rights and social security entitlements provided under various labour legislations. Some of the reasons for the same include: various kinds of ceilings under the existing labour legislations either in terms of the upper limit of wages/salary or minimum number of workers/employees; the minimum duration of employment for the purpose of coverage; and, the lack of awareness among the intended beneficiaries under these legislations. In addition, there was a common perception that most of the current labour legislations have been drafted in a very legalistic and technical language and hence, fail in achieving their desired objectives.

Some of the other important reasons responsible for lack of effective implementation include: too many labour legislations, obsolete nature of many of the labour law provisions, and non-deterrent nature of the penalties for various violations. There was, therefore, a need since long to overcome these obstacles. The exercise of the government in terms of undertaking the process of codification of various central labour legislations into four major codes seeks to address these issues. Out of these codes, 'The Code on Wages' has already been enacted, while the other three codes have been introduced in the parliament and referred to standing committee on labour for review. These codes are quite comprehensive and seek to address many of the overdue issues of vital importance, affecting not only the industry and the workers but also the economy and the nation as a whole. Hence, an understanding and discussion on the key features of these codes becomes quite relevant and important for all the stakeholders, all the more in the newly emerging labour and employment scenario in the country.

Major Objectives

It is in the above-mentioned context that V. V. Giri National Labour Institute (VVGNI) is organizing an online training programme on 'Recent Initiatives towards Codification of Labour Laws in India' with the following objectives –

- To provide an understanding of the need and the context of codification of the labour laws in India,
- To discuss critically, the broad scheme and key features of various labour codes,
- To discuss the implications of labour codes on labour market in India and
- To discuss the perspectives of various stakeholders on the provisions of these labour codes.

Training Modules

Since the various labour codes cover a very wide and diverse range of issues, the programme would be spread over five modules. Out of which, four modules will be focusing on the various labour codes and primarily discussing the issues related to coverage, applicability, implementation, etc. The fifth module will be exclusively focused on the compliance mechanism under various labour codes. Specific features of the various modules are as below –

Module 1: *Labour Code on Wages (CW)* – This module will primarily focus on the major changes and modifications brought out in the earlier wage related legislations, definitional aspects, roles and functions of various authorities under the code, etc.

Module 2: *Labour Code on Industrial Relations (IR)* – This module would be primarily focusing on definitional aspects, dispute settlement mechanisms, newly added provision of fixed-term employment, negotiating council, and trade union issues etc.

Module 3: *Labour Code on Social Security (SS)* – This module would be focusing on the objectives and features of the SS code; analysis of the various social security schemes under the code including the coverage and registration process for various benefits, discussion on the role of different social security organizations/ bodies in administering the various social security schemes; the reforms/changes made in the code and potential impact of these changes on industry and workers.

Module 4: *Labour Code on Occupational Safety, Health, and Working Conditions (OSH&WC)* – This module would be focusing on the overview of OSH&WC including its evolution, principles, key concepts, salient features, key changes and their impact. It will also cover the regulatory framework for OSHWC under the code.

Module 5: *Compliance Mechanism* – This module would be discussing in detail the compliance mechanism under various codes, common features running through various codes and how the various codes have attempted to strike a balance between employment flexibility and labour rights and social security, etc.

Training Delivery and Methodology

This training will be delivered in an online mode. The training will primarily make use of lectures and discussions, followed by questions and answers. Each session will be based on a structured Power Point Presentation. Comprehensive reading materials will also be provided to the participants as a part of the programme.

Resource Persons

Faculty members of VVGNI specializing in different labour codes and expert(s) associated with drafting of labour codes will be the key resource persons.

Participation Level

Officials from the Central and State Labour Departments; representatives of Central Trade Unions; employers' organizations; civil society organizations, teachers and researchers working in the domain of labour.

Participants should have working knowledge of English Language. Further, as this is an online training, those enrolling in the programme should have access to internet and laptop/desktop with audio-visual facilities.

Dates and Duration

This programme is scheduled from May 27 to May 29, 2020. On each day, two online lectures and discussion sessions will be held each for a duration of one hour, from 10.30 am to 12.30 pm (two hours).

Nomination and Enrolment

The nominations of those interested in participating in this training, nominated either through organizations or individually, may be forwarded to: sanjay.vvgni@gov.in and/or jatav.manoj@gov.in. The following details should be provided in the nomination: Name of the Participant; Gender; Age; Institutional Affiliation and Designation; Email; Mobile Number.

Last Date for Receiving Nominations: MAY 21, 2020

The nominations received will be scrutinized by the VVGNI and those selected will be intimated individually via email. They will also be informed the log-in details to access the

online programme and related training resources. Those who successfully complete the programme will be provided a certificate by the VVGnLI.

Enrolment Fee

There is no fee for enrolment/participation in the programme.

Key Contacts

- (1) Dr. Sanjay Upadhyaya, Course Director, Senior Fellow, VVGnLI
Email: sanjay.vvgnli@gov.in
- (2) Dr. Manoj Jatav, Co-course Director, Associate Fellow, VVGnLI
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