

**JYOTI NIVAS COLLEGE
AUTONOMOUS
POST GRADUATE CENTRE**



**SAGEEZA
PRESENTS
E-JOURNAL
(FEBRAUARY 2023)
BY
DEPARTMENT OF MBA
ON
New Labour Code :
Antiquated To
Progressive**

INTRODUCTION



Labour code is a codification of labour laws in legislative law. The first law for regulation of labour in manufacture was passed in 1874, and this related only to employment of children.

The basis of all existing regulations was established in the law of 5 May 1889, which applies to all industrial undertakings, excluding agriculture and forestry, fishing, stock-rearing

The new labour code, which was introduced in September 2020, replaces the current labour laws with a set of four labour codes designed to streamline and simplify the rules governing labour in the nation. By making labour laws more comprehensive, up-to-date, and simple to understand, the new codes seek to create an environment that is more favourable for both employers and employees.

The Government has formulated four Labour Codes, namely:

1. The Code on Wages, 2019,
2. The Industrial Relations Code, 2020,
3. The Code on Social Security, 2020
4. The Occupational Safety, Health and Working Conditions Code, 2020



Some of the Objectives of the New Labour Codes :

1. Consolidating, amending and simplifying the labour regulations in India
2. Providing flexibility to employers with regard to the hiring/mix employee
3. Streaming and enhancing clarity on matters related to contract labour
4. Rationalising wages and addressing the inappropriate practices in the sectors
5. Systemizing the matters related to union recognition and negotiating agents



A few Important provisions of labour codes are:

- To maintain a sustainable growth and inclusive development for all workers, a statutory right for minimum wages and payment of wages on time been made.
- The definition of "wages" across all the four Labour Codes has been provided a simple, rational and easy to enforce to avoid the equivocal.
- In order to increase labour productivity and increases life expectancy provision for annual health check-ups and medical facilities has been provided.
- Provision of Re-skilling Funds has been released for skill development of workers.
- The Central Government is benefiting to the unorganised workers by providing

Employees' State Insurance Corporation or Employees' Provident Fund Organization which helps the members of their families. The purpose of the new labour code is to address the worries of both employers and employees and to make Indian labour laws more effective, transparent, and in line with the evolving nature of work in the twenty-first century. The new codes should simplify the current labour laws, lower compliance costs for employers, and improve working conditions for employees. As a student, the introduction of India's new labour code offers the chance to learn about the changes to the labour laws and how they will affect the workforce and economy of the nation.



A few of the benefits of the Labour codes:

1. The Occupational Safety, Health and Working Conditions (OSH) Code merges 13 being labour laws and applies to manufactories having minimal 20 workers if the manufacturing process is being carried on with the aid of power and 40 if the manufacturing process is being done without the aid of power.
2. Employers are needed to make sure that the plant is free from hazard which beget injury or occupational disability to the workers, give free periodic health test, free of costs to many classes of workers.
3. A provision has been made for employers to give travelling allowance every time to an inter-state worker for bearing a over and down trip to his native place.
4. Further, furnishing appointment letters to the workers has been made obligatory

The new labour laws aim to make it easier to do business in the country and replace 29 cumbersome laws. The aim is to cover over 500 million organized and unorganized workers in the sector, 90% of the workforce outside of labour laws. The idea is to ensure they receive wage security, social security and health insurance, gender equality in pay and a minimum wage, and make life easier for interstate migrant workers.

THE BEGINNING AND EVOLUTION OF LABOUR CODES IN INDIA

The labor code in India has a long and complex history, dating back to the colonial era. Here is a brief overview of its evolution:

The Factories Act of 1881: This was the first labor legislation enacted in India during the British colonial period. It regulated the working conditions in factories, including the hours of work, health and safety measures, and employment of women and children.

The Trade Disputes Act of 1929: This act provided legal recognition to trade unions and the right to strike.

The Industrial Disputes Act of 1947: This act was passed after India gained independence, and it provided a framework for the settlement of industrial disputes and the regulation of industrial relations.

The Minimum Wages Act of 1948: This act provided for the fixation of minimum wages for workers in various industries.

The Employees' State Insurance Act of 1948: This act provided for the establishment of a comprehensive system of social security for workers, including medical benefits, sickness and disability benefits, and maternity benefits.

The Payment of Bonus Act of 1965: This act mandated the payment of an annual bonus to workers.

The Maternity Benefit Act of 1961: This act provided for maternity leave and other benefits for women workers.

Over the years, several other labor laws were enacted to protect the rights of workers and improve their working conditions. However, the labor laws in India were often criticized for being outdated, complex, and difficult to comply with.

To address these concerns, the Indian government has recently consolidated and rationalized its labor laws into four codes: the Code on Wages, the Occupational Safety, Health and Working Conditions Code, the Industrial Relations Code, and the Social Security Code. These codes aim to simplify and streamline the labor laws in India and make them more relevant to the current context.

• BRITISH

1) Industrial/labor legislation enacted by the UK is primarily aimed at protecting the interests of UK employers. Some of these early laws were designed in favour of British business interests.

2) The first Indian law to regulate the relationship between employers and their workers was the Trade Disputes Act, 1929 (Law No. 7 of 1929). The law contains provisions limiting the right to strike and lockout, but does not provide a mechanism for resolving disputes.

post-independence labor law

The labor legal framework of Free India originated with his Labor Disputes Act of 1947, in which an independent India demanded a clear partnership between labor and capital. The basis for this partnership was unanimously approved at a tripartite meeting in December 1947. At this conference, workers will receive fair wages and working conditions, and in return, capital will provide workers with harmonious support for uninterrupted production and increased productivity as part of a national economic development strategy. You will receive cooperation.

India has quite a few labor laws. Let's look at some of the main ones.

- The Factories Act, 1948
- The Minimum wages act, 1948–
- The Industrial Disputes Act, 1947
- Child Labour (Prohibition) Act
- The Employment State Insurance Act

Overview of Labour Law Reforms

The central government proposes to replace 29 existing labour laws with four Codes. The objective is to simplify and modernise labour regulation.

The major challenge in labour reforms is to facilitate employment growth while protecting workers' rights. Key debates relate to the coverage of small firms, deciding thresholds for prior permission for retrenchment, strengthening labour enforcement, allowing flexible forms of labour, and promoting collective bargaining. Further, with the passage of time, labour laws need an overhaul to ensure simplification and updation, along with provisions which can capture the needs of emerging form labour (e.g., gig work). This note discusses these challenges and the approaches taken by the four Co

Coverage: Most labour laws apply to establishments over a certain size. Size-based thresholds may help firms in reducing compliance burden. However, one could argue that basic protections related to wages, social security, and working conditions should apply to all establishments. Certain Codes retain such size-based thresholds.

Retrenchment: Establishments hiring 100 or more workers need government permission for closure, layoffs or retrenchments. It has been argued that this has created an exit barrier for firms and affected their ability to adjust workforce to production demands. The Industrial Relations Code raises this to 300, and allows the government to further increase this limit by notification.

Labour enforcement: Multiplicity of labour laws has resulted in distinct compliances, increasing the compliance burden on firms. On the other hand, the labour enforcement machinery has been ineffective because of poor enforcement, inadequate penalties and rent-seeking behaviour of inspectors. The Codes address some of these aspects.

Contract labour: Labour compliances and economic considerations have resulted in increased use of contract labour. However, contract labour have been denied basic protections such as assured wages. The Codes do not address these concerns fully. However, the Industrial Relations Code introduces a new form of short-term labour – fixed term employment.

Trade Unions: There are several registered trade unions but no criteria to ‘recognise’ unions which can formally negotiate with employers. The Industrial Relations Code creates provisions for recognition of unions.

Simplification and updation: The Codes simplify labour laws to a large extent but fall short in some respects. Further, the Code on Social Security creates enabling provisions to notify schemes for ‘gig’ and ‘platform’ workers; however, there is a lack of clarity in these definitions.

Delegated Legislation: The Codes leave several key aspects, such as the applicability of social security schemes, and health and safety standards, to rule-making. The question is whether these questions should be determined by the legislature or be delegated to the government.

HOW ARE THE LABOUR CODES IN DIFFERENT COUNTRIES

CHINA

According to the Chinese labour codes the employers are expected to make their employees extend their working hours per day, if the applicable trade union is agreed. The Chinese labour law also states that the maximum no. of extra hours that can't exceed three hours or 36 hours per month.

The law have been codified over several different documents and re olutions include the following :
The Chinese constitution.

- The labour law of the people's republic of china -1995.
- Labour contract law of the people's republic of china -2008.
- The social security law.
- The labour union law of the people's republic of china.

In a Chinese labour law the relationship between an employee and employer works on a contractual basis. After an employee joins his first day of work an employer has a 30 days grace time to provide the contract. In case the employer fails to do so the employee gets double wages or every month.

In China there are mainly three types of employment contracts.

1. Fixed term labour contracts
2. Project based labour contracts
3. Open ended contracts.

The employees are expected to receive their salaries at least once a month. And that salary should be less than the minimum wages that is been set by one of the 22 provincial governments. These wages are updated every few years and are adjusted to account for the region's cost of living, level of development and local conditions.

While these wages have been set, many regions temporarily postpone their adjustment plans, viewing the Covid 19 pandemic as the reason for this delay.

A majority of the Chinese workers hired by an international company will demand a salary that surpasses the minimum requirements. In addition to salaries, employers are expected to provide few of the social contributions they are:

- Medical expenses
- Housing fund
- Unemployment
- Maternity benefits

Work-related accidents or injuries.

Labour unions: Workers do not have any freedom of association when it comes to labour unions. They can't simply form or join a union. As a result, all independent worker unions or organizations and gatherings are prohibited under potential penalty of significant fines or jail time.

The termination of the employees are done by two method :

1. Termination by mutual agreement
2. Termination by the employee.

Austria

Even though Austria does not have any minimum wage law, few sectors such as domestic and education provide a minimum wage to the workers. When it comes to the number of paid holidays, Austrian workers get an overall of 43 days off from work, and that's not counting parental leave! Moreover, the country is very inclusive of disabled workers, where their employment figures can count one disabled worker out of every 25 employees.

Belgium

Belgium country that helps protect its workers. There is no set minimum wage, so different sectors decide what the minimum wage should be per worker, as compared to other countries, Belgium has the highest wages. Belgium can, do a better job with its parental leave statute. Compared to other countries in the region who have been known to offer leave days numbering in the hundreds, Belgium only allows three months of maternity leave and ten days of paternity leave.

Denmark

Even though there is no cross-sector minimum wage, the wages and salaries of workers are decided via collective agreements. The law in Denmark does not allow any kind of discrimination in terms of hiring specific workers or terminating contracts because workers are a part of trade unions. In Denmark, each worker is allowed 25 days of paid holiday leave per year.

Philippines

The Labor Code of the Philippines is the legal code governing employment practices and labor relations in the Philippines. It was enacted on Labor day, May 1, 1974 by Late President of the Philippines Ferdinand Marcos in the exercise of his then extant legislative powers. It also identifies the rules and standards regarding employment such as pre-employment policies, labor conditions, wage rate, work hours, employee benefits, and termination of employees. Under the regime of the President it was promulgated on May 1, 1974 and took effect November 1, 1974, six months after its promulgation

The Labor Code contains several provisions which are beneficial to labor specific features:

- Wages and monetary benefits
- Hours of work
- Rest days
- Holiday pay
- Leave
- Employment of women
- Employment and termination

The Labor policy in the Philippines is specified mainly by the country's Labor Code of the Philippines and through other labor laws. They cover 38 million Filipinos who belong to the labor force and to some extent, as well as overseas workers. They aim to address Filipino workers' legal rights and their limitations with regard to the hiring process, working conditions, benefits, policymaking on labor within the company, activities, and relations with employees.

Canada

The Canada Labour Code provides a set of rules by which federally regulated employees can determine their entitlement to severance, benefits, and associated employment entitlements.

Federal labour standards establish minimum working conditions. They apply to employers and employees in, or in connection with, the operation of any work, undertaking or business under the legislative authority of the Parliament of Canada.

Part 1 of the Code governs workplace relations and collective bargaining between unions and employers.

Part 2 of the Canada Labour Code: Workplace Health and Safety. Labour Code relates to occupational health and safety and reflects the desire to reduce workplace injuries and accidents in federal jurisdiction. maximum fine in the Canada Labour Code if convicted of violating workplace health and safety? Offences and maximum penalties include: Any person who nes any provision (On indictment – 2 years, \$1,000,000 or both; on summa tion – \$100,000).

Part 3 of the Canada Labour Code: Labour Standards

hours of work
payment of wages
overtime rules
vacation
general holidays
leaves and
rights on termination of employment for federally regulated workplace.

FINLAND

The Labor Law in Finland is regulated mainly by the Working Hours Act. The Act governs the terms and conditions of employment such as working hours, rest periods, wages, overtime, and employment relationships.

- Normal Working Hours-An employee's regular working hours shall be a maximum of 8 hours a day and 40 hours a week
- Equality-Every employee has a right to equality and non-discrimination in applying for a job and at the workplace.
- Contract of employment- is created when an employee and employer agree on the work the employee will perform and on the remuneration to be paid for it and other benefits and conditions. The conditions of a contract of employment are determined in accordance with the labour legislation and collective agreement.

The contract of employment binds both parties.

- Annual holidays-According to the Annual Holidays Act, an employee is entitled to annual holidays or holiday compensation in Finland.
- Health and safety at work-It is the duty of an employer to take care of their employees' safety. The Occupational Safety and Health Administration monitors that industrial safety instructions are observed at workplaces in accordance with the law.
- Unemployment benefit-When a person who lives in Finland permanently becomes unemployed they are entitled to unemployment benefit.
- Pension-An immigrant who has lived in Finland for a sufficiently long time can receive pension due to old age or incapacity for work.
- Occupational health care-Every employer is obliged to organise preventive occupational health care for their employees.
- Family leave-When a child is born to a family the mother or father can, by law, stay at home to look after the child.

South Korea

All employment and labour laws apply to foreign nationals who work in South Korea. Under the choice of law rules, employees are not deprived of the protections given to them by the law of the country where they provide employment services habitually, regardless of any choice of law in the employment contract. Laws that relate to employment matters include:

Article 32 of the Constitution, which establishes some basic principles of employment law, including:
declaring that all citizens have the right to work;
contemplating legislation providing for minimum wages and working conditions to ensure human dignity;
prohibiting gender discrimination in employment and work conditions;
allowing for special protection for working minors; and
allowing for preferential work opportunities for military personnel and policemen or their family members following injury or death in the line of duty.

Labour Standards Act (LSA), which is the main law regulating minimum standards for a wide range of work conditions. These standards prevail over any provision that is less favourable to employees in:
employment contracts;
collective bargaining agreements (CBAs); or
rules of employment (ROE).

Other statutes and related regulations that govern various aspects of employment, including:
various minimum standards set out in the Minimum Wage Act; Act on the Guarantee of Employees' Retirement Benefits; Act on the Protection, Etc of Temporary Agency Workers (Dispatched Workers Act); Act on the Protection, Etc of Fixed-Term and Part-time Employees; Occupational Safety and Health Act; and the Serious Accidents Punishment Act;

Mandatory hiring guidelines set out in the Employment Security Act; Act on the Development of Vocational Skills of Workers; Equal Employment Opportunity and Work-Family Balance Assistance Act; Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities; and the Act on Honourable Treatment of and Support of Persons, Etc of Distinguished Services to the State; mandatory social insurance provisions set out in the National Pension Act; National Health Insurance Act; Employment Insurance Act; Industrial Accident Compensation Insurance Act; and the Wage Claim Guarantee Act; and

provisions on labour unions and labour-management relations set out in the Trade Union and Labour Relations Adjustment Act covering labour union activity and dispute resolution, and the Act on the Promotion of Employees' Participation and Cooperation, which concerns labour management councils and grievance procedures.

UAE

The daily working hours may have an increase or decrease for specific economic sectors or certain categories of workers, as specified by the 'Executive Regulations of the Labour Law'.

The time spent by the worker from his place of residence to his workplace is not included in the working hours, except for few categories of workers as specified by the 'Executive Regulations of the Labour Law'. If the employee works for more than one employer, the main employer and other employers may not require the employee to work more than the hours agreed in the employment contract, unless the worker agrees in writing.

If the employee requests to perform his job remotely, either from UAE or from abroad, the employer must allot specific working hours.

The employee has the right to have one or more break, if he works five consecutive hours. These breaks must not be less than one hour. Breaks are not calculated within the working hours.

A FEW LIMITATIONS OF THE NEW LABOUR CODE IN INDIA :

- **Increase employer power to hire and fire workers** - Workers have criticized the new labour codes for giving employers more power to hire and fire employees at will. Previously, companies with up to 100 employees needed government approval to terminate workers, but now businesses with up to 300 employees can do so without consent. This has left employees feeling insecure about their job security.
- **Restrict workers' right to strike** - The labor codes remove the worker's right to strike immediately by prohibiting unplanned strikes. This makes it difficult for them to hold spontaneous strikes against unfair practices. Additionally, the codes also require the employer's permission before implementing lock-outs, which can be disadvantageous for businesses operating in markets with unpredictable financial viability.
- **Unclear regulations**- The Social Security Code 2020 aims to define gig, platform or unorganized workers, but it faces a problem of overlapping definitions, as many workers can fit into multiple categories. The payment of gratuity to employees who have worked for a continuous period of five years or more is also confusing. While fixed-term workers whose contracts expire before this period are not eligible for gratuity, the Industrial Relation Code states that employees who have served their employer for one year are eligible. This contradiction between the two codes creates a lack of uniform criteria for claiming gratuity.
- **Safety concerns for workers in small businesses**- The Occupational Safety, Health and Working Conditions Code overlooks businesses with less than 10 employees, which can encourage employers to hire fewer workers to evade compliance with regulations. Furthermore, this code has been criticized for not mandating safety provisions for workplaces with fewer than 250 employees, leading to concerns about the safety of workers in small businesses and unorganized groups.
- **Outdated provisions**- The labour code in India contains several outdated provisions that do not reflected the changing nature of work and the needs of modern workers.
- **Limited protection for vulnerable worker's** -The labor code pr es limited protection to vulnerable workers. These workers often face discrimination , harassment and tion in the workplace, but the labour code does not provide adequate safeguards to protect them. Section 45 of the code states that any dispute arising will be heard and determined by a Gazetted Officer. It is a matter of concern that the officers will hear complicated questions of law without having a legal acumen.

• **Unwanted Technical committee** - The Wage Code gives the Central Government the authority to classify personnel into four categories: unskilled, semi-skilled, skilled, and highly skilled. This classification will be created based on the technical committee's recommendations. The requirements of the Code, on the other hand, already establish the key qualification necessary for categorization as unskilled, semi-skilled, skilled, and highly skilled. As a result, the technical committee's function in determining something pre-determined might be described as unsound and irrational.

• **Non-applicability of Limitation Act** - to financial claims under labour laws is a matter of general ignorance. In the case of Nityanand M. Joshi v. Life Insurance Corporation of India & others, 1969 II LLJ 711 (FB), the Supreme Court decisively held that Limitation Act, 1963, isn't applicable to claims arising under labour laws or Labour courts adjudging the same. Still, there have been several distinguishing judgments of Supreme Court as well as colorful High Courts, that has unsettled an else settled position.

• **Increase in working hours** - The Wage Code has extended the amount of working hours from 8 to 12 hours. This clause of the Code contradicts the common practice of 8 hours and hence is a clear breach of the standards established by the International Labour Organization under the Hours of Work (Industry) Agreement, 1919. Working hours are restricted to 48 hours per week and 8 hours per day under this Treaty. Employers might readily take advantage of this option by increasing labour hours and shifts

• A new provision has been introduced via Section 52 of the Code which states that the power to impose a penalty will be with an officer who is not below the rank of a secretary, in the place of a judicial magistrate. This section violates Article 50 of the constitution which demands a separation of judiciary from the executive.

• Section 56 of the Code also exempts employers from penal provisions if they are able "to prove that they had used due diligence in enforcing the execution of the Code and it was the other person who had committed the offence without his knowledge, consent or connivance".

Impact of Labour Code in Business -

The purpose of the Labour Relations Act is to make it easier for companies to hire or fire. The code allows companies to fire workers without prior government approval and reduces the rules they must follow. This makes it easier for companies to shut down operations in India or reduce the scalability of the business.

The Wages Act guarantees a minimum wage to all workers in India. The code also entitles employees to overtime compensation and other benefits. This concerns companies that currently do not offer the above benefits to their employees. The new labour regulations will have a major impact on Indian companies.

Many companies see the new labour laws as positive because they simplify existing labour laws that are perceived as complex. The new regulations are also business-friendly, offering businesses more flexibility to hire and fire workers and set wages.

The new labour law provides more detailed provisions to replace the existing labour laws which caused problems because there were often too many clauses. The new rules promote harmonious labour relations to improve productivity and employment. Mainly, they create a transparent and simple mechanism to reduce all four codes somehow to one registration, one license and one return.

Significance

Labour codes are laws that regulate employment and working conditions in a country. They typically cover a wide range of topics related to employment, including minimum wages, working hours, overtime pay, holidays, leave, workplace safety, and protection against discrimination and harassment.

The significance of labour codes lies in the fact that they help to protect the rights of workers and ensure that they are treated fairly by their employers. By establishing minimum standards for employment, labour codes help to prevent exploitation of workers, improve working conditions, and promote social justice.

Some of the key benefits of labour codes include:

Protection of workers' rights: Labour codes provide legal protection to workers and ensure that their rights are protected. They establish minimum wage levels, maximum working hours, and other conditions that are designed to prevent exploitation.

Better working conditions: Labour codes establish minimum standards for working conditions, which can include everything from ventilation and lighting to safety equipment and protective gear. This helps to ensure that workers are not exposed to dangerous or unhealthy working conditions.

Promotion of social justice: Labour codes promote social justice by ensuring that all workers are treated fairly, regardless of their gender, race, religion, or other personal characteristics. They also help to reduce income inequality by establishing minimum wage levels and other protections.

Overall, labour codes play a crucial role in protecting the rights of workers and ensuring that they are treated fairly by their employers. They are an important tool for promoting social justice and improving working conditions, and are an essential component of any modern economy.

Significance of labour code:

The importance of creating labour code is to make sure that there is a fair working environment for employee, employer and the management. The aim is to promote the welfare of the society and increase in productivity.

Avoid discrimination: Labour code ensures that all the labours are fairly treated in terms of wages, amount of work and there is no Discrimination faced by them based on gender,race,religion etc.Childrens under the age of 14 are not permitted to work according to this labour code,. The management must ensure that workers are provided with basic amenities and also paternity, maternity leave, flexible timings.

Reduces strikes in an organization: The new labour code ensures that the workers problems due to work place are heard and their opinions are also taken into consideration by the management by which there is harmony between the employers and the employees.

Protection of workers' rights: Labour codes typically set out minimum standards for working conditions, such as maximum working hours, minimum wage, and safety and health regulations. These regulations help to protect workers from exploitation, discrimination, and unsafe working conditions.

Employer obligations: Labour codes also outline the obligations that employers have towards their employees, including requirements for providing benefits such as social security, leave entitlements, and protection against unjust termination.

Dispute resolution: Labour codes provide a framework for resolving disputes between employers and employees. This can include mechanisms for resolving grievances, settling disputes, and resolving conflicts through mediation, arbitration, or litigation.

Promotion of social justice: Labour codes can be an important tool for promoting social justice by reducing inequalities in the workplace and ensuring that workers have access to fair wages, benefits, and working conditions.

Overall, labour codes have played an important role in protecting workers' rights, promoting fair employment practices, and creating a more just and equitable society. Labour code promotes and protects workers' rights for their dedication towards their work and so that they don't feel that they are being dominated by their top level management.

CONCLUSION:-

Labor codes primarily govern how Employers and employees interact and address issues including working conditions, minimum wages, holidays, health and safety.

The British Raj is where many labour law provisions got their start.. However, with changing times, many of them either became ineffective or did not have any contemporary relevance. These clauses created challenges for workers rather than serving to defend their interests. Workers have to complete 4 forms due to the complex web of laws in order to claim a single benefit. Therefore, the present Government has revoked the non-useful Labour Laws. 4 Labour Codes now exist as a codification of 29 Labor Statutes. The Central Government has combined 4 laws in the Wage Code, 9 laws in the Social Security Code, 13 laws in the Occupational Safety, Health and Working Conditions Code, 2020, and 3 laws in the Industrial Relations Code to ensure workers' rights to minimum wages.

The Central Government has made progress towards fundamentally altering the standard of living for employees by obtaining the Bills' passage by the Parliament. The impact on workers and nation-building will be favourable and far-reaching. The country's ease of doing business will improve as a result of these labour reforms. The production of employees and the development of new jobs will both improve. Both organised and unorganised sector workers will be able to take use of these four labour codes. All employees will now have access to Employees' Provident Fund (EPF), Workers' Pension Scheme (EPS), and coverage for all medical benefits under Employees' Insurance.

The new Labor code aims to balance between employee welfare and the simplicity of conducting business in India. Yet, the changeover to the new system requires a thorough knowledge of the relevant laws and their difficulties. The government must think about adopting the new labour regulations gradually in light of the implications of doing so, as the current salary and organisational structure of the relevant business or establishment, the effects of the new labour regulations on implementation will differ from one industry or employer to another.

To conclude, The Code has different programs according to the nature of work but has failed to provide specific schemes for gig workers, platform workers, unorganized workers, and self-employed workers. The new labour codes are termed as the essential improvements to the current labour law in the country. The new labour reforms the redundant existing labour law in terms of modernising the labour system for the welfare of the workers. These labour reforms are more employer-friendly. It protects the employers to exploit the workers.

**Aparna Elizabeth George
(21MBA05)**

Laraib Syeda (21MBA21)