



STUDY GUIDE

ALL INDIA POLITICAL PARTIES MEET

Discussing the New Labour Laws 2022, its effect on industrial exploitation of employees, with emphasis on the exploitation of sex workers and their security.



INTRODUCTION TO THE LITERARY CIRCLE

Literary Circle is the club in NIT Durgapur, which gives the college an extra dimension of creative expression in the midst of technical unilateralism and gives the students of the college an opportunity to transcend the ordinary and mundane. The Literary Circle organizes a plethora of events throughout the year. Verve, The Literary cum Youth Festival of the college and the biggest of its kind in eastern India being one of them. The Literary Circle has successfully pulled off 17 editions of Verve till now. Flagship events in the fest have become the matter of college folklore. The club maintains a blog, The Darkest White, as the culmination of myriad pen strokes from the collective literary expression of the college. The club publishes the yearbook, so each student graduating out of college can reminisce about their days in the college, their hostel life and take with them a part of it. Humans of NIT Durgapur, by The Literary Circle, captures the untold stories, legends, and experiences of individuals, showing our readers how ordinary people can be unique, inspirational and relatable. The TEDx is an initiative where influential speakers are invited in order to realize TED's overall mission to research and discover "ideas worth spreading." TEDxNITDurgapur was co-organised by The Literary Circle and was a confluence of ideas and innovation. The club is known to be highly selective in its admission of new members, with only about 10-15 students inducted out of the entire batch of 900 each year. Great believers of the phrase 'quality over quantity', the members selected every year are the best of the best in the field of expression and creativity.

Come, step into the Circle!

ABOUT NITMUN

NITMUN is a forum convened by the members of the Literary Circle for discussion and analysis of global issues. It seeks to bring out motivated delegates from all over the country for a meaningful debate on significant international issues. Our greatest goal is to make sure that each delegate learns how to tackle world issues better at the end of the conference as the world is in dire need of young leaders now.s. Currently, in its 11th edition, NITMUN has been extremely successful in providing the perfect experience to each delegate. Over the years, we have entertained more than 2000 delegates totalling all the editions. Delegates arrive from all corners of India for an experience they will never forget.

INTRODUCTION TO THE COMMITTEE

Disclaimer: The Literary Circle, NIT Durgapur in no way endorses any political party or ideology. The views written here have been penned keeping in mind that an Opposition meet has been simulated and do not represent our views.

This study guide is not quotable in committee.

As the name signifies, the All India Political Parties Meet is a forum for unrestricted political debate, discussion and deliberation, free from the legislative functions of the parliament. The AIPPM provides a platform where diverse political perspectives and personalities come together to make decisions on issues of national importance.

The All India Political Parties Meet is a venture to emulate political realities by stimulating the various levels of policy and governance existing in our nation today. Participants are allotted specific political parties, which they represent. All the representatives must be well versed, with their political party's ideology, manifesto and beliefs. It is important that Members research well and are conscious of their portfolios affiliations, interests and ideologies at all times during the conference.

It is a meeting called before a session of Parliament in order to decide its agenda and ensure smooth functioning of the committee. Although it has no legislative powers, its reports and outcomes are highly valued and considered authentic.

"THE IMPORTANCE OF LABOUR LAW IN PROMOTING FAIRNESS AND JUSTICE IN THE WORKPLACE"

Labour law, also known as employment law, is a complex and multifaceted body of laws and regulations that govern the legal rights and obligations of workers, union members, and employers in the workplace. It plays a crucial role in mediating the relationships and interactions between these stakeholders, ensuring that they are able to coexist and function effectively within a productive economy.

One of the main reasons for the existence of labour laws is to provide a framework for the resolution of workplace disputes and conflicts. By establishing clear rules and guidelines for the treatment of workers, labour laws help to create a sense of fairness and justice in the workplace. This, in turn, promotes harmonious and productive industrial relations, enabling businesses and organizations to operate efficiently and effectively.

Labour laws also serve to protect the rights and well-being of workers. They establish minimum standards for working conditions, including issues such as working hours, health and safety, and employment standards such as holiday entitlements and severance pay. By ensuring that workers are treated fairly and with dignity, labour laws help to safeguard the fundamental principles and values that underpin a healthy and sustainable society.

In conclusion, labour laws are an essential component of any modern, progressive economy. They provide a legal framework for the resolution of workplace disputes, promote harmonious industrial relations, and protect the rights and well-being of workers. By upholding the principles of fairness and justice in the workplace, labour laws play a vital role in ensuring that businesses and organizations are able to thrive and prosper.

"OVERVIEW OF LABOUR LAWS IN INDIA: OBJECTIVES, CATEGORIES, AND KEY LEGISLATION"

The Ministry of Labour and Employment in India is responsible for protecting the interests of workers and promoting a healthy work environment through the implementation of various labour laws. These laws regulate the terms and conditions of employment and service, and aim to safeguard the rights and well-being of workers, particularly those who may be disadvantaged or vulnerable.

The main objectives of labour laws in India include:

- Protecting and safeguarding the interests of workers, with a particular focus on disadvantaged and marginalized sections of society
- Creating a healthy work environment for higher production and productivity
- Providing social security and welfare benefits to the labour force in both the organized and unorganized sectors
- Promoting workers' education, employment services, and vocational training
- Enforcing labour laws in the central sphere and adjudicating industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals
- Ensuring the proper administration of central labour and employment services and the effective management of industrial relations

Labour laws in India can be classified into several broad categories, including:

- Laws relating to industrial relations (e.g. Industrial Disputes Act, 1947; Trade Unions Act, 1926)
- Laws relating to wages (e.g. Minimum Wages Act, 1948; Payment of Wages Act, 1936; Payment of Bonus Act, 1965)

- Laws relating to social security (e.g. Employees' Provident Funds and Miscellaneous Provisions Act, 1952; Employees' State Insurance Act, 1948; Labour Welfare Fund Act; Payment of Gratuity Act, 1972; Employee's Compensation Act, 1923)
- Laws relating to working hours, conditions of service, and employment (e.g. Factories Act, 1948; Industrial Employment (Standing Orders) Act, 1946; Shops and Commercial Establishments Act; Contract Labour (Regulation and Abolition) Act, 1970; Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; Weekly Holiday Act, 1942; National and Festival Holidays Act; The Plantation Labour Act, 1951; The Mines Act, 1952; The Dock Workers (Safety, Health & Welfare) Act, 1986) regulate the hours of work and conditions of service for workers in different sectors and industries.

In addition to these categories, labour laws in India also address issues such as the promotion of welfare activities, the protection of special target groups such as women and child labour, and the prohibition of practices such as bonded labour and sexual harassment in the workplace.

Overall, labour laws in India play a vital role in promoting the rights and well-being of workers, and in creating a fair and just society. By establishing clear guidelines and protections for workers, these laws help to ensure that businesses and organizations can operate effectively, while also promoting the well-being and dignity of all members of the workforce.

"FORESHADOWING OF THE NEW LAWS"

PM Modi emphasized the importance of "ease of business" for the success of the "Make in India" plan to boost manufacturing in India

PM Modi said that labour issues should be viewed through the perspective of the worker, not just industrialists

Key Changes to be introduced:

Wage ceiling raised from Rs. 6,500 to Rs. 15,000 per month to include more workers in the EPF scheme

Introduction of a minimum pension of Rs. 1,000 per month for retirement

End of the "Inspector Raj" system of arbitrary inspections, to be replaced with a computer-generated list of inspections with objective criteria

- Creation of a unified labour and industrial portal (Shram Suvidha) for data storage and a Labour Inspection Scheme to end arbitrariness in inspections.
- Unique Labour Identification Numbers (LINs) for 6-7 lakh industrial units in the country.

Context for the amendments:

- Labour is one of the areas where investors and CEOs of multinationals have requested decisive action, citing red tape and labour laws as major deterrents to doing business in India
- These reforms are a response to these complaints, as well as to address the issue of manual labour often being viewed negatively in society.

HOW ARE THE LABOUR LAWS BEING REFORMED?

The Ministry of Labor and Employment of the Indian government is currently implementing a series of labor codes aimed at modernizing and simplifying the labor regulations in the country. These codes, which will subsume 29 existing central labor laws, have been categorized into four main categories: the Code on Wages, the Industrial Relations Code, the Occupational Safety, Health, and Working Conditions Code, and the Code on Social Security. These reforms are intended to promote ease of doing business, enhance the competitiveness of the Indian labor market, and protect the rights and welfare of workers.

- **The Code on Wages, 2019:** This code aims to regulate and unify the laws related to wages and allowances, and to provide for the payment of minimum wages and equal remuneration to all workers. It also includes provisions for payment of overtime, leave, and other benefits, and establishes mechanisms for the settlement of disputes and grievances.
- **The Industrial Relations Code, 2020:** This code consolidates and streamlines the laws related to the regulation of industrial relations, including the rights and duties of trade unions, employers, and workers. It also provides for the resolution of disputes and the regulation of strikes and lockouts.

- **The Occupational Safety, Health, and Working Conditions Code, 2020:** This code consolidates and harmonizes the laws related to the safety, health, and working conditions of employees, and establishes minimum standards and requirements in these areas. It also provides for the inspection and enforcement of these standards, and for the settlement of disputes and grievances.
- **The Code on Social Security, 2020:** This code consolidates and simplifies the laws related to social security, and establishes a comprehensive framework for the provision of social security benefits to workers, including health insurance, pension, and other benefits. It also provides for the regulation of social security schemes, and for the settlement of disputes and grievances.

The labor law reforms in India are expected to have a significant impact on the rights and welfare of workers, as well as on the business environment in the country. It will be important for both employers and employees to understand and comply with the new codes, which may require adjustments to HR policies and practices.

"AN OVERVIEW OF MAJOR CHANGES TO THE INDIAN LABOR LAWS"

The Indian government has recently implemented significant changes to its labor laws, which will have a major impact on the salaries, benefits, and working hours of employees. These reforms are aimed at modernizing and streamlining the labor market, with the goal of promoting ease of doing business and attracting foreign investment. However, the changes are likely to be controversial, as they may reduce the take-home pay and benefits of some employees, and may also increase the workload and responsibilities of employers.

Key Changes:

- **Changes in working hours:** One of the most significant changes introduced by the new labor laws is the increase in the maximum number of hours that can be worked per week, from a maximum of 8 or 9 hours to 12 hours. The maximum number of hours that can be worked in a week has also been increased, from 48 hours to 60 hours.

- **Changes in salary structure:** Another important change introduced by the new labor laws is a revised salary structure, which specifies that an employee's basic salary must be at least 50% of their Cost to Company (CTC). The remaining 50% of the CTC can be made up of various allowances, such as house rent, overtime, etc. In addition, at least 50% of the total remuneration must be considered "wages" for calculating social security contributions. These changes may result in a shift in the balance of salaries and allowances, and may also affect the overall take-home pay of employees.
- **Increase in contributions to Provident Fund (PF) and gratuity:** Under the new labor laws, both employees and employers will be required to make larger contributions to the Provident Fund and gratuity. While these changes may result in increased benefits for employees after retirement, they may also lead to a reduction in the take-home pay of employees in the short term.
- **Changes to overtime and shift compliance:** The new labor laws also introduce changes to the rules governing overtime and shift work. Employers will be required to obtain the consent of employees before assigning overtime, which must be compensated at a rate of at least twice the regular salary. The new laws also provide greater flexibility for employees to work in multiple shifts or departments, but require employers to give written notice 21 days in advance of any changes to shifts. These changes may affect the workload and schedules of employees, and may also impact the costs and operations of businesses.
- **Changes to leave eligibility:** The provisions for leave encashment have been streamlined under the new labor laws, and issues related to leave encashment following termination, discharge, superannuation, death, and the carryover of excess leave at the end of the year have been addressed. These changes may affect the leave entitlements and benefits of employees, and may also impact the leave policies and management of businesses.
- **Gratuity for fixed-term employees:** The new labor laws also introduce pro-rata payment of gratuity by the employer for fixed-term employees and deceased employees. This change may impact the gratuity benefits of such employees, and may also affect the cost and obligations of businesses.

The changes to the Indian labor laws are expected to have a significant impact on businesses and employees in the country. It will be important for both parties to understand and comply with the new regulations, which may require adjustments to salary structures, work schedules, leave policies, and other HR practices.

"INDUSTRIAL RELATIONS AND LABOUR LAWS "

Productivity in any organization is the result of the joint efforts of technological and human resources. While the non-labor factors of production can be easily manipulated, managing the human element in an organization is a more challenging task. In today's complex job market, the workforce is a vital component of competitive success, and any neglect of the human aspect can lead to misunderstandings between management and workers, resulting in increased labor turnover, absenteeism, discipline issues, decline in work quality, and other problems. Therefore, the concept of industrial relations has gained widespread attention worldwide.

- Definitions of Industrial Relations**

The term "industrial relations" refers to the relationship between industry and relations. Industry encompasses any productive activity in which an individual is engaged, including primary activities such as agriculture, forestry, and mining, as well as secondary activities such as manufacturing, trade, and commerce. Relations refer to the relationship between the employer and the workforce in the industry. Different authors have provided slightly different definitions of industrial relations.

- Objectives of Industrial Relations:**

The two main objectives of good industrial relations are to maintain industrial peace and secure industrial cooperation. In order to establish industrial peace, workers must be provided with fair wages, good working conditions, reasonable working hours, holidays, and minimum amenities of life.

- Types of Industrial Relations:**

Industrial relations is primarily concerned with the relationship between management and workers, but it also includes labor relations and public or community relations. There are four types of industrial relations: labor relations, group relations, employer-employee relations, and community or public relations.

- **Models of Industrial Relations:**

There are several models of industrial relations, including Dunlop's model, which consists of four interrelated elements (actors, shared ideology, contexts, and rules), and Craig's model, which adds an actor (the end-user) and converts elements from the external environment into outputs, which are then transformed through a series of conversion mechanisms before being returned to the environment through a feedback loop.

- **Approaches to industrial relations:**

The various approaches to Industrial Relations are as follows: Psychological Approach Sociological Approach Human Relations Approach Socio Ethical Aspects Gandhian Approach Unitary Approach Pluralistic Approach Marxist Approach

- **Five year plans and industrial relations:**

The Third Five Year Plan (1961-1966) stressed the importance of increasing agricultural production and promoting self-reliance. The Fourth Five Year Plan (1969-1974) emphasized poverty reduction and the development of employment opportunities, while the Fifth Five Year Plan (1974-1979) focused on social and economic justice. The Sixth Five Year Plan (1980-1985) emphasized the development of the service sector, while the Seventh Five Year Plan (1985-1990) focused on the development of the rural economy. The Eighth Five Year Plan (1992-1997) emphasized the promotion of sustainable development, and the Ninth Five Year Plan (1997-2002) focused on the empowerment of disadvantaged groups. The Tenth Five Year Plan (2002-2007) emphasized the promotion of inclusive growth and the Eleventh Five Year Plan (2007-2012) focused on the development of infrastructure. The Twelfth Five Year Plan (2012-2017) emphasized the promotion of inclusive and sustainable growth, and the current Thirteenth Five Year Plan (2017-2022) focuses on the transformation of India into a "New India" through the promotion of economic and social development.

Industrial relations play a vital role in the success and productivity of any organization, and it is important for both employers and employees to understand and adhere to the laws and regulations governing these relations. The ongoing labor law reforms in India are aimed at modernizing and simplifying the labor regulations in the country, and will have a significant impact on the rights and welfare of workers and the business environment in India.

"EXPLOITATION OF SEX WORKERS AND THEIR SECURITY"

Introduction:

- Sex work, or prostitution, is the exchange of sexual services for money or other forms of payment. It is a practice that has existed in various forms throughout history and is found in many cultures around the world.
- While sex work is not illegal in India, certain activities related to sex work, such as trafficking for sexual exploitation, pimping, soliciting, and renting out property for sex work, are punishable under the Indian Penal Code (IPC) and the Immoral Trafficking Prevention Act (ITPA).

History of Sex Work in India:

- Sex work has a long history in India, with references to prostitution in ancient texts and artifacts.
- In modern times, the sex industry in India has been shaped by a combination of cultural, economic, and social factors. Poverty, lack of access to education and employment, and traditional views on gender roles have all contributed to the prevalence of sex work in India.
- In the past, sex work in India was often associated with organized crime and was heavily stigmatized. However, in recent years, there have been efforts to recognize and protect the rights of sex workers and to address the underlying social and economic issues that drive many people into sex work.

Supreme Court Ruling on the Rights of Sex Workers:

- In a recent landmark ruling, the Supreme Court of India recognized that sex workers have the same rights as any other citizens and are entitled to equal protection under the law.
- The court emphasized that sex work is a profession like any other, and sex workers should not be harassed or mistreated by the police.
- The court also stated that when it is clear that a sex worker is an adult and is engaging in sex work with consent, the police have no right to interfere or take any criminal action.

Security of Sex Workers:

- Sex workers, like all individuals, have the right to live and work in safety and with dignity.
- However, sex workers often face violence, discrimination, and stigma, which can make it difficult for them to access basic rights and services.
- According to a study by the Indian government, sex workers in India are at high risk for HIV/AIDS and other sexually transmitted infections (STIs) due to a lack of access to health care and protection. In addition, sex workers may also be at risk for physical and sexual abuse, as well as exploitation by pimps or traffickers.
- It is important for governments and societies to take steps to protect the rights and ensure the safety of sex workers. This can include providing support services such as health care, legal aid, and counseling, as well as implementing policies and laws that protect sex workers from exploitation and abuse.

Conclusion:

- The recent ruling by the Supreme Court of India is a positive step towards recognizing the rights and dignity of sex workers.
- However, more must be done to ensure that sex workers are able to live and work safely and with dignity.
- Governments, civil society organizations, and communities have a responsibility to protect the rights and support the well-being of sex workers. This includes addressing the underlying social and economic issues that contribute to the prevalence of sex work, as well as implementing policies and laws that protect the rights and safety of sex workers.

"PROTECTING THE LABOR RIGHTS OF SEX WORKERS: THE NEED FOR COMPLIANCE WITH EMPLOYMENT REGULATIONS"

Sex workers, like all workers, deserve fair wages for their skills and labor. This includes the right to negotiate wages and working conditions with clients or employers, as well as provisions to ensure prompt and consistent payment. However, sex work is often stigmatized and criminalized, making it difficult for sex workers to advocate for their rights. It is important that we work to create a society where sex work is treated as a legitimate profession and where sex workers have the same rights and protections as other workers.

Occupational safety is another important aspect of labor rights for sex workers. Like any other profession, sex work can be physically and emotionally demanding, and it is important that sex workers have access to resources and support to ensure their well-being on the job. This might include access to safe and clean working environments, protective equipment, and support for mental health and trauma.

Finally, sex workers, like all workers, deserve to have access to social security benefits. This might include access to healthcare, retirement benefits, and unemployment insurance. These protections are essential for ensuring that sex workers are able to support themselves and their families, and to have a measure of financial security in the event of illness, injury, or other unforeseen circumstances.

"ENSURING A BRIGHT FUTURE FOR WORKERS AND INDUSTRIES"

The COVID-19 pandemic has put tremendous pressure on economies around the world to balance the needs of vulnerable individuals and struggling industries. It is important that any decisions made in response to the crisis be carefully considered and well-informed, in order to minimize risks and ensure long-term stability.

In this context, it is essential that labour laws be respected and followed in order to protect the rights and well-being of workers. At the same time, it may be necessary to provide temporary exemptions or relaxations in certain cases, in order to help businesses weather the economic downturn caused by the pandemic.

One potential solution that has been suggested is for the government to provide financial support to companies that do not lay off workers, in the form of exemptions from employee provident fund (EPF) contributions or direct payments to cover the company's contribution. This would help to reduce costs for businesses in the short term, while also safeguarding the health and well-being of workers.

In conclusion, it is possible to find a balance between maintaining the long-term health of the economy and supporting industries and workers during times of crisis. By following international standards and engaging in meaningful consultation with all stakeholders, it is possible to ensure a bright future for both workers and industries in India. By taking a diplomatic and proactive approach, it is possible to minimize risks and maximize opportunities for all members of society.

"POINT OF VIEW OF THE VARIOUS POLITICAL PARTIES INVOLVED"

- **INDIAN NATIONAL CONGRESS:** Being the leading figure of the Congress Part, Rahul Gandhi accused the central government under Prime Minister Narendra Modi having “cleverly” passed the controversial farm ordinances and the equally divisive labour law amedments at the time of a global pandemic. He accused the central government of making policies that benefited only the country’s rich.
- **BHARTIYA JANATA PARTY:** The largest political party with the government at centre, said that these reforms are very pro-worker. They are now entitled to all benefits and social security even if hired for a fixed term. The labour reforms will help create significant employment while also protecting the worker by ensuring minimum wage reforms, provision for social security for workers in the informal sector, and minimizing government interference.
- **SHIV SENA:** A major political party with significant influence in Maharashtra, Shiv Sena had opposed the four new labour codes brought in by the Centre and said it would continue to oppose them.
- **TELUGU DESAM PARTY (TDP):** Telugu Desam Party is an Indian regional political party operating in Andhra Pradesh and Telangana at the state and central level. Since its founding by N. T. Rama Rao on 29 March 1982, the party has focused on supporting Telugu speakers. Since 1995, NTR's son-in-law, N. Chandrababu Naidu, has led the party. made multiple decisions but didn't give strong opinions of the reforms.

- **TMC** -The All India Trinamool Congress (TMC) is a political party in India that advocates for the rights of marginalized communities and has consistently supported pro-people policies. With regards to labor laws, the TMC has advocated for the protection and promotion of the rights of workers, including the right to fair wages, safe working conditions, and social security.
- **NCP** The Nationalist Congress Party (NCP) is a political party in India that was founded in 1999. The NCP is known for its progressive and pro-people policies and has consistently supported the rights of marginalized communities. With regards to labor laws, the NCP has supported the implementation of policies that ensure the welfare of workers and their right to collective bargaining, as well as the right to fair wages and safe working conditions.
- **SAMAJWADI PARTY** The Samajwadi Party (SP) is a political party in India that advocates for the rights of marginalized communities and has consistently supported socialist and pro-poor policies. With regards to labor laws, the SP has emphasized the need to ensure that workers are treated with dignity and respect and have access to fair wages and safe working conditions.
- **RJD** The Rashtriya Janata Dal (RJD) is a political party in India that operates in the state of Bihar. The RJD has a long history of supporting socialist and pro-poor policies, with a particular focus on uplifting marginalized communities. In terms of labor laws, the party believes in implementing policies that protect the rights and well-being of workers, including their right to fair wages, safe working conditions, and the ability to engage in collective bargaining with their employer. The RJD is committed to promoting policies that support the dignity and welfare of all workers.
- **DMK** The Dravida Munnetra Kazhagam (DMK) is a political party in India that is based in the state of Tamil Nadu. The DMK is committed to progressive policies that prioritize the welfare of the people, particularly marginalized communities. In terms of labor laws, the DMK supports the implementation of policies that ensure the fair treatment and protection of workers, including their right to set their wages accordingly.
- **AIMIM** The All India Majlis-e-Ittehadul Muslimeen (AIMIM) is a political party in India that is based in the state of Telangana. The AIMIM is committed to advancing the interests of marginalized communities and has a history of supporting progressive policies. In terms of labor laws, the party believes in implementing policies that protect the rights and well-being of workers, including their right to fair wages, safe working conditions, and the ability to negotiate with their employer as a group.
- **AIADMK** The All India Anna Dravida Munnetra Kazhagam (AIADMK) is a political party in India that is based in the state of Tamil Nadu. The AIADMK is known for its pro-poor and pro-Dalit policies and supports the implementation of policies that protect and promote the rights of workers, including the right to fair wages and safe working conditions.

- **JANTA DAL(SECULAR)** Janata Dal (Secular) (JD(S)) is a political party in India that is based in the state of Karnataka. The JD(S) is known for its progressive and pro-people policies and supports the implementation of policies that ensure the welfare of workers and their right to collective bargaining.
- **TELUGU DESAM PARTY** Telugu Desam Party (TDP) is a political party in India that is based in the state of Andhra Pradesh. The TDP is focused on promoting development and improving the lives of the people. In the realm of labor laws, the party supports policies that ensure the fair treatment and protection of workers
- **MAHARASHTRA NAVNIRMAN SENA** Maharashtra Navnirman Sena (MNS) is a political party in India that is based in the state of Maharashtra. The MNS is known for its nationalist and pro-Marathi policies and supports the implementation of policies that ensure the welfare of workers and their right to collective bargaining.
- **LOK JANSHAKTI PARTY** Lok Janshakti Party (LJP) is a political party in India that is based in the state of Bihar. The LJP is dedicated to advancing the interests of marginalized groups, including the poor and Dalits. In terms of labor laws, the party supports the implementation of policies that ensure the fair treatment and protection of workers
- **AAM AADMI PARTY:** The Aam Aadmi Party is a political party in India. AAP was founded in November 2012 by Arvind Kejriwal and his then-companions, following the 2011 Indian anti-corruption movement, popularly known as Anna Andolan. One of the major oppositions of BJP and the ruling, the AAP stressed on ensuring minimum wages for people engaged in unorganised sectors .
- **COMMUNIST PARTY OF INDIA(MARXISTS)(CPI(M))**- The Communist Party of India (Marxist) is a Marxist–Leninist communist political party in India. It is the largest communist party of India in terms of membership and electoral seats and one of the national parties of India. urged the Union government to protect the interests of workers by restoring all 44 labour protection and related Acts since the four Labour Codes introduced recently would benefit only industries and corporate entities.
- **BAHUJAN SAMAJ PARTY(BSP)**- The Bahujan Samaj Party (BSP) is a national level political party in India that was formed to represent Bahujans referring to Scheduled Castes, emphasized on providing employment as a priority along with labour laws.
- **JANTA DAL (United)**- Janata Dal (United) abbreviated as JD is an Indian political party with political presence mainly in eastern and north-eastern India. JD is recognised as a state party in the states of Bihar, Arunachal Pradesh and Manipur and is a part of government in Bihar. It had strongly urged the central government to strengthen the labour laws.

ACTIVISTS

- 1- Nodeep Kaur** - Indian Dalit labour rights activist and member of the Mazdoor Adhikar Sangathan (MAS)
- 2- Aruna Roy** - president of the National Federation of Indian Women and founder of the Mazdoor Kisan Shakti Sangathan
- 3- Anannya Bhattacharjee** - local labour organiser and trade unionist in the northwest part of India
- 4- Shanta Sinha** - Indian anti-child labour activist
- 5- Sunitha Krishnan** - activist fighting for rescuing victims of sex trafficking and finding a respectable place for them in the mainstream society
- 6- Nalini Jameela** - Indian best selling author, sex worker activist and former sex worker from Thrissur, Kerala.
- 7- Ruchira Gupta** - She is the founder of Apne Aap, a non-governmental organisation that works for women's rights and the eradication of sex trafficking.
- 8- Ashok Row Kavi** - gay rights activist who runs the Humsafar Trust - an LGBT health organisation
- 9- Gopi Shankar Madurai** - is an Indian equal rights and Indigenous rights activist.

NOTE FROM THE ORGANISING COMMITTEE

Hello Delegates!

Firstly, welcome to NITMUN XI.

AIPPM is a unique committee. Even in real life. It has no legal powers, yet it always signifies and leads to important events on the national spectrum.

The New Labour Laws 2022 upon its implementation has seen mixed opinions for oppositions, labour unions. Though the reforms have addressed some key issues to ensure security of the vulnerable sections of the workforce, the diverse nature of the industrial structure of the country, the scope always remains for better reforms and amendments.

The country's demographics is largely workforce and sex workers have often been unherald though having a significant presence in India. Through this MUN, our thought was to put you in the shoes of the men and women who make choices that affect millions.

And how you choose your leaders matters.

We as the OC, expect solutions from this committee. Nothing in this study guide is quotable when committee is in session, you will need to do your research for that, and the various sources viable will be intimated to you by your Executive Board.

We hope, that this NITMUN helps you see the world in a different light, and you make the right decisions.

Rise. Reflect. Revolt.

QUESTIONS WHICH NEED RESOLUTION

- 1-Is the opposition's stance of the new reforms favouring only the rich justifiable?
- 2- Will the laws benefit every sectors or will it just help certain industries?
- 3- Will making sex work applicable under labour laws worsen sex trafficking?
- 4- What more needs to be added in further amendments?
- 5-How can the government address issues of discrimination faced by sex workers, including discrimination in accessing healthcare, education, and other social services?
- 6-How can the government work with sex worker organizations and advocates to develop policies and reforms that recognize and support the rights of sex workers?
- 7-How can the government ensure that employers comply with labor laws and treat their employees fairly?
- 8-How can the government balance the needs of businesses with the rights of workers, especially in industries with low profit margins or high competition?
- 9-How can the government provide support and assistance to workers who are victims of labor violations or exploitation?
- 10-How can the government address issues of discrimination and inequality in the workplace, and ensure that all workers are treated equally regardless of their race, gender, religion, or other characteristics?
- 11-How can the government encourage the development of strong and effective labor unions to represent the interests of workers?
- 12-How can the government address issues of occupational health and safety and prevent accidents and injuries in the workplace?
- 13-How can the government address the challenges posed by globalization and the increasing mobility of labor, and ensure that the rights of workers are protected regardless of where they work?

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