

Ministry of Labour and Employment

New rules on IR Codes released, GoI looking for recommendations

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Relevant to All Mahindra Businesses

What are the new rules?

- Bi-Partite Forum. In line with provisions of Section 3(1) of the Code The Rules prescribes for the procedure related to constitution of Bi-Partite Forum required to be setup by establishments related to promote measures for securing and preserving good relations between workers and employers.
- Grievance Redressal Committee (GRC): The code prescribes every establishment having 20 or more workers to have one or more (GRCs) having equal numbers of members representing both employer and workers. The Rules now prescribes for the procedure for recruiting workers representatives.
- Standing Orders: The Rules mandates establishments following Central Model Standing Order under Section 29(1) of the Code to intimate electronically to the concern certifying officer adoption of the same. Further, the Rules allow group of establishments engaged in similar industrial establishments to submit a joint standing order in line with the process defined thereunder.
- Notice of Change: The Rules requires employer to give an advance notice to the workers prior to making any changes in the service conditions of the workers on matters such as Wages, hours of work, shift changes and other matters as mentioned in Schedule III of the IR Code in prescribed form.
- Worker Re-skilling Fund: A time of ten days have been proposed under the Rules for the employer to deposit amount equivalent to fifteen days of last drawn wages of the workers who has been retrenched towards reskilling of such workers. The amount so received shall be credited by the Government to the workers account within forty-five days from the date of receipt of such fund.

Plans for Implementation

- Giving a definite roadmap, the government on Wednesday said it will implement all four labour codes by April 2021, and urged states to fast-track the process to ensure the reforms are rolled out in a timely manner across India.
- Union labour secretary Apurva Chandra said the rule-making process is in full swing and the labour ministry will finalize the labour codes by 15 November.
- Rules are a key part of an Act and are prepared after a bill is passed in Parliament and work as the implementation vehicle.

The other bills and rules

- For the industrial relation (IR) code, almost half of the work is done, while work is progressing well for the wage code.
- The other two are social security code and occupational safety and health (OSH) code. While the wage code was passed last year, the remaining three were approved by Parliament last month and has got the presidential assent.
- The three codes on social security, industrial relations and occupational safety, once implemented will offer industries flexibility in doing business, hiring and firing, make industrial strikes difficult while promoting fixed-term employment, reducing influence of trade unions and expanding the social security net for informal workers.

References

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