Syllabus subtopic: Government policies and interventions for development in various sectors and issues arising out of their design and implementation.

News: Union Labour Minister Santosh Kumar Gangwar on Thursday introduced the Industrial Relations Code Bill 2019 in the Lok Sabha amid protests from the Opposition members.

Prelims and Mains focus: About the Bill, Key features and their significance

Context: It was part of the government’s initiative to reform labour laws by combining 44 laws related to labourers into four codes.

About the Code

The draft code on Industrial Relations has been prepared after amalgamating and simplifying the relevant provisions of following three Central Labour Acts:

- The Trade Unions Act, 1926
- The Industrial Employment (Standing Orders) Act, 1946
- The Industrial Disputes Act, 1947

Features

- Setting up of two-member tribunal (in place of one member) and introducing a concept that some of the important cases will be adjudicated jointly and the rest by a single member resulting speedier disposal of cases.

- To impart flexibility to the exit provisions, for which, the threshold for prior approval of appropriate number has been kept unchanged at 100 employees, but added a provision for changing ‘such number of employees’ through notification.

- The re-skilling fund, is to be utilized for crediting to workers in the manner to be prescribed.

- Definition of Fixed Term Employment and that it would not lead to any notice period and payment of compensation on retrenchment excluded.

- Vesting of powers with the government officers for adjudication of disputes involving
penalty as fines thereby lessening the burden on tribunals.