



4 Laws Have Been Consolidated In The Wage Code,

- The guarantee of minimum wages is now available to workers of organized and unorganized sectors.
- Review of minimum wages in every 5 years.
- Guarantee of timely payment of wages to all workers.
- Equal remuneration to male and female workers.
- To remove regional disparity in minimum wages the provision of floor wage has been introduced.
- The determination of minimum wages has been made easy and based on criteria such as skill level and geographical area.



9 laws in the Social Security Code (such as insurance, pension, gratuity, maternity benefit)

- Through a small contribution, benefit of free treatment is available under hospitals and dispensaries of ESIC. The doors of ESIC will now be opened for the workers of all sectors along with the workers of the unorganized sector.
- Expansion of ESIC hospitals, dispensaries and branches upto district level. This facility to be increased from 566 districts to all the 740 districts of the country.
- Even if a single worker is engaged in hazardous work, he would be given ESIC benefit.
- Opportunity to join ESIC for platform and gig workers engaged in new technology.

- Plantation workers to get benefit of ESIC.
- Institutions working in hazardous area to be compulsorily registered with ESIC.
- Now, Employees' Provident Fund (EPF), Employees' Pension Scheme (EPS) and coverage of all types of medical benefit under Employees' Insurance will be available to all workers.
- Creation of social security fund for providing comprehensive social security to the unorganized sector.
- Requirement of minimum service has been removed for payment of gratuity in case of fixed term employees.
- Employees engaged on fixed term to get same social security benefit as permanent employees.
- Creating a national database of workers of unorganized sector through registration on Portal.
- Employers employing more than 20 workers to mandatorily report vacancies online.
- A Universal Account Number (UAN) for ESIC, EPFO and Unorganised Sector workers
- Aadhaar based Universal Account Number (UAN) to ensure seamless portability.



13 laws in the The Occupational Safety, Health and Working Conditions Code, 2020

- In this Code, the security of interests of workers engaged in factories, mines, plantations, motor transport sector, bidi and cigar workers, contract and migrant workers has been ensured.
- Ease the lives of the Inter-State Migrant Workers. Anomalies of the Inter-State Migrant Workers Act, 1979 have been comprehensively
- Earlier only workers appointed by a contractor were recognized as Inter-State Migrant Workers. However, under the new provisions of the Code, workers can be Aatmanirbhar as they can now register themselves as Inter-State Migrant Workers on the national portal. By this provision, the worker would get a legal identity which would enable them to get benefits of all social security schemes.

- A provision has been made for employers to provide travelling allowance annually to an Inter-State Migrant Worker for undertaking a to-and-fro journey to his native place.
- Providing of appointment letters to the workers has been made mandatory.
- Mandatory, free annual health check-up of the workers to be provided by the employers.
- For a worker engaged in building and other construction work in one State and moving to another State, benefit from the Building and other Construction Workers' Cess fund will be provided.
- Under the "One Nation - One Ration Card", Inter-State Migrant Worker would get ration facility in the State he is working in and the remaining members of his family would be able to avail of the ration facility in the State where they reside.
- Mandatory helpline facility in every State for resolution of Inter-State Migrant Workers' grievances.
- Instead of 240 days, now if a worker has worked 180 days, he shall be entitled for one-day leave for every 20 days of work done.
- Women empowerment through the Labour Codes
- Right to women workers to work in all types of establishments.
- Women have been given the right to work at night with their consent and it has also been ensured that the employer would make adequate arrangements to provide safety and facilities to women workers at night.
- It will be necessary for the employers to provide secure working condition at workplace for women workers.



3 laws in the Industrial Relations Code.

- In case of job loss, a worker will get benefit under the Atal Bimit Vyakti Kalyan Yojna. A worker of organized sector who loses his job gets financial aid from the Government. This is a type of unemployment allowance, the benefit of which is admissible to the workers covered under the ESI Scheme.
- At the time of retrenchment, a worker would be provided 15 days' wages for re-skilling. The wages would be credited directly into the bank account of the worker to enable him to learn new skills.
- A Labour Tribunal will institutionalize the vibrant mechanism for speedy disposal of cases, because delay in justice equals to injustice.
- Faster justice to the workers through the Tribunal.

- Workers disputes to be resolved within a year in the Tribunal.
- In industrial establishments, a Trade Union having 51 per cent votes shall be recognised as the sole negotiating union which can make agreements with employers.
- In industrial establishments in which no trade union gets 51 per cent votes, a negotiating council of trade unions shall be constituted for making agreements with employer.
- Since labour is a concurrent subject, the law gives flexibility to state governments to modify the codes further as per their unique situation and requirements.