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# Labour reforms will bring '1 licence, 1 regn, 1 return'

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## LS passes three labour code bills

**New Delhi:** The new codes on Occupational Safety, Health and Working Conditions, Social Security, and Industrial Relations will cut down the web of paperwork and switch to a 'one licence, one registration, one return' mechanism to ramp up ease of doing business in India, said officials explaining the reform measures.

Labour reforms will bring down the number of registrations required under existing labour laws from eight to one, licences from four to one and the number of returns filed from eight to one.

The move, which labour ministry officials said will put India among the top 20 countries on the 'Ease of Doing Business' list, also entails provisions such as setting up of a Social Security Fund for unorganised, gig and platform workers, a formal grievance redressal mechanism, and the end of what is referred to as 'inspector raj'.

Under the new labour codes, inspections of business establishments will be conducted through a "randomised, web-driven system", a step towards faceless checks like in the case of income tax assessments, which will mean that labour inspectors will conduct physical checks only

mid boycott from major opposition parties, including Congress, Lok Sabha on Tuesday passed three important labour code bills — the Occupational Safety, Health and Working Conditions Code, the Industrial Relations Code, and the Code on Social Security. The bills provide for social security to workers in organised and unorganised sectors while consolidating 29 labour laws under four codes. The bill was supported by TDP, JD(U), BJD and YSR Congress. Replying to the debate, labour minister Santosh Gangwar said the objective of the bills was to provide a healthy and safe working environment to 50 crore workers. He said the bills consolidated and amended laws regulating the occupational safety, health and working conditions of people employed in establishments. The bills also consolidate laws related to trade unions and conditions of employment in industrial units. The bills will be taken up by Rajya Sabha on Wednesday. The Code on Social Security consolidates laws relating to social security with the goal of extending social security to all employees and workers either in the organised sector or the unorganised sector. BJP MPs, taking advantage of the opposition's absence, said Congress had failed to move on the issue when it was in office. TNN

upon being prompted by the web-driven system.

Key provisions of the new codes also include extension of benefits such as leave, social security and gratuity to all people engaged under 'fixed-term employment' — which were not available in the earlier law. Under the OSHWC Code, workers who sustain injuries while on the job will receive 50% of the penalty imposed on the establishment by the court, in addition to compensation the worker is due to receive.

Government officials said while the codes have widened the expanse of social se-

curity benefits to cover all kinds of workers, to help businesses, the codes have reduced the maximum jail term possible under labour laws from the existing seven years to three years.

Under the new codes, the definition of working journalists has been expanded to include electronic and digital media, which was not covered under labour laws earlier. The codes also mandate issuance of appointment letters to workers, payment of wages through Direct Benefit Transfer (DBT) and an annual medical check-up, free of cost.