



वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

V.V. GIRI NATIONAL LABOUR INSTITUTE

(An Autonomous Body of Ministry of Labour and Employment, Government of India)

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डॉ. एच. श्रीनिवास, भा.रे.का.से.
महानिदेशक

Dr. H. Srinivas, IRPS
Director General

No. PRG/WLS/05/20

March 05, 2021

Subject: Online Workshop on Industrial Relations Code, 2020 to be held on March 17, 2021

Dear Sir/Madam,

I have pleasure to inform you that the institute would be organizing an online workshop on Industrial Relations Code, 2020 on March 17, 2021.

It is a tripartite workshop which would focus on the key features of the Industrial Relation Code 2020, the perspective of various stakeholders on the code and its implications. The workshop would also aim to promote a better understanding of the industrial Relations Code and to facilitate a detailed discussion on various features of the code among the various stakeholders in general and the representatives of trade unions, employers and the government in particular. Brochure providing all the details of the workshop, including the modalities for nominations is attached.

I request you to nominate 04-05 officials for this important online workshop from your organisation.

With regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Labour Secretaries & Labour Commissioners
- Chief Labour Commissioner (C)
- Employers' Organisations
- Central Trade Unions
- Educational Institutions



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पीआरजी/डब्ल्यूएलएस/05/20
05 मार्च 2021

विषय: औद्योगिक संबंध संहिता, 2020 पर 17 मार्च 2021 को ऑनलाइन कार्यशाला

महोदय/महोदया,


सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान 17 मार्च 2021 को औद्योगिक संबंध संहिता, 2020 पर एक ऑनलाइन कार्यशाला आयोजित करेगा।

यह एक त्रिपक्षीय कार्यशाला है जिसमें औद्योगिक संबंध संहिता 2020 की प्रमुख विशेषताओं, संहिता पर विभिन्न हितधारकों के दृष्टिकोण और इसके निहितार्थ पर फोकस किया जाएगा। इस कार्यशाला का उद्देश्य सामान्य तौर पर विभिन्न हितधारकों और विशेष रूप से ट्रेड यूनियनों, नियोक्ताओं और सरकार के प्रतिनिधियों के बीच औद्योगिक संबंध संहिता की बेहतर समझ को बढ़ावा देना और संहिता की विभिन्न विशेषताओं पर एक विस्तृत चर्चा की सुविधा प्रदान करना है। नामांकन करने के तरीकों सहित कार्यशाला के सभी विवरण युक्त विवरणिका संलग्न है।

आपसे इस महत्वपूर्ण ऑनलाइन कार्यशाला के लिए 04-05 अधिकारियों को नामित करने का अनुरोध है।

सादर,

भवदीय,


(डॉ. एच. श्रीनिवास)

सेवा में,

- श्रम सचिव एवं श्रम आयुक्त
- मुख्य श्रम आयुक्त (केंद्रीय)
- नियोक्ता संगठन
- ट्रेड यूनियन
- शिक्षण संस्थान

Online Workshop on Industrial Relations Code, 2020

March 17, 2021



**V.V. Giri National Labour Institute
Noida– 201301, Gautam Budh Nagar
Uttar Pradesh**

BACKGROUND

Labour law seeks to cater to the needs of the industry and the workers which keep on changing with the passage of time. The law also needs to be changed, reviewed and rationalized accordingly. As per the scheme of the Indian Constitution, labour being in the 'Concurrent list' this exercise can be carried out both by the Central as well as various State Governments. Accordingly, a number of amendments have been carried out both by the Parliament and various State Legislatures in many Labour Legislations during the recent past. In addition, a number of labour reforms have also been made by way of issuing notifications.

Further, recognizing the long-felt need of the industry and the workers belonging to various sectors and sub-sectors of the economy, the present government initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in four major Labour Codes viz. (i) Labour Code on Wages; (ii) Labour Code on Industrial Relations; (iii) Labour Code on Social Security; and (iv) Labour Code on Occupational Safety, Health, and Working Conditions.

These codes amalgamate, simplify and rationalize the core features of various central labour legislations. A number of studies and the realities prevailing at the grass roots level revealed that a substantial proportion of employers and workers/employees, especially those engaged in the informal/ unorganized sector remain deprived of most of their legitimate dues in terms of basic labour rights and social security entitlements provided under various labour legislations.

Some of the reasons for the same include: various kinds of ceilings under the existing labour legislations either in terms of the upper limit of wages/salary or minimum number of workers/employees; the minimum duration of employment for the purpose of coverage; and, the lack of awareness among the intended beneficiaries under these legislations. In addition, most of the current labour legislations have been drafted in a very legalistic and technical language and hence, fail in achieving their desired objectives.

Some of the other important reasons responsible for lack of effective implementation include: Too many labour legislations, obsolete nature of many of the labour law provisions, and non-deterrent nature of the penalties for various violations.

There was, therefore, a need since long to overcome these obstacles. The exercise of the government in terms of undertaking the process of codification of various central labour legislations in four major codes seeks to address these issues. All of these codes have now already been enacted and the process of framing of the rules for making these codes operational is currently on.

These codes are quite comprehensive and seek to address many of the overdue issues of vital importance, affecting not only the industry and the workers but also the economy and the nation as a whole. Hence, an understanding and discussion on the key features of these codes becomes quite relevant and important for all the stakeholders, all the more in the newly emerging labour and employment scenario in the country.

OBJECTIVES

In this broad context, it is proposed to conduct a tripartite workshop focusing on the key features of the Industrial Relations Code 2020, the perspective of various stakeholders on the code and its implications. The key objectives of the workshop include:

1. to promote a better understanding of the Industrial Relations Code and
2. to facilitate a detailed discussion on various features of the Code among the various stakeholders in general and the representatives of trade unions, employers and the government.

METHODOLOGY

This half day workshop would be conducting in an online mode. Participants should have access to internet and computer with audio-visual facilities.

PARTICIPATION LEVEL

Officials representing trade unions, employers' organizations, central and state labour departments and academic community

DATE AND TIME

March 17, 2021; 10.30 a.m. to 01:30 p.m.

NOMINATION AND ENROLLMENT

The nominations for the workshop can be sent either through organizations or individually.

- Please fill in the linked registration form and submit it. Without registration form, nomination will not be considered.

https://docs.google.com/forms/d/e/1FAIpQLSeXJamNAX0iiDTTFDv93Ofs0RxYl0hZzB9Wm_QgLwqhpcI-Rw/viewform?usp=sf_link

- The registration link should be sent through soft copy to the nominees. Link will not open if sent through photo copy. Nominees can also use link given in our website brochure.
- The nominations received will be scrutinised by the VVG NLI and those selected will be intimated individually via email. They will also be informed the log in details to access the online workshop and related resources.

Workshop Co-ordinators

Dr. Sanjay Upadhayaya
sanjay.vvgnli@gov.in

Dr. Manoj Jatav
jatav.manoj@gov.in

COMMUNICATION

All correspondence should be addressed to:

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