

# Employment News



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## NEW LABOUR CODES FOR NEW INDIA



Rishikesh Kumar

The two houses of Parliament has approved three labour codes subsuming 25 central labour laws, effecting a major reform that has been on the table for at least 17 years. The three codes on social security, industrial relations and occupational safety will now 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 social security net for informal sector workers. The codification has made labour laws in sync with the emerging economic scenario; reduce the complexity by providing uniform definitions and reduction in multiple authorities under various Acts and bring transparency and accountability in enforcement of labour laws. This in turn would lead to ease of compliance, catalyzing the setting up of manufacturing units including boosting Labour intensive industries such as agriculture and manufacturing exports. This would lead to enhancement in employment opportunities as well as its formalization along with ensuring safety, social security and welfare of workers. Along with the Wage Code, passed in August 2019, India will now have four labour codes reducing compliance hassles, and streamlining laws - which have been the demands of industries for decades.

### The Four Labour Codes

- ♦ Wage Code
- ♦ Industrial Relations (IR) Code
- ♦ Code on Occupational Safety, Health and Working Conditions (OSH)

### ♦ Social Security Code

Name of the Code	Number & name of amalgamated laws
Wage Code	<b>4 Laws -</b> (i) The Payment of Wages Act, 1936 (ii) The Minimum Wages Act, 1948 (iii) The Payment of Bonus Act, 1965 (iv) The Equal Remuneration Act, 1976
IR Code	<b>3 Laws -</b> (i) The Trade Unions Act, 1926 (ii) The Industrial Employment (Standing orders) Act, 1946 (iii) The Industrial Disputes Act, 1947
OSH Code	<b>13 Laws -</b> (i) The Factories Act, 1948 (ii) The Plantations Labour Act, 1951 (iii) The Mines Act, 1952 (iv) The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955

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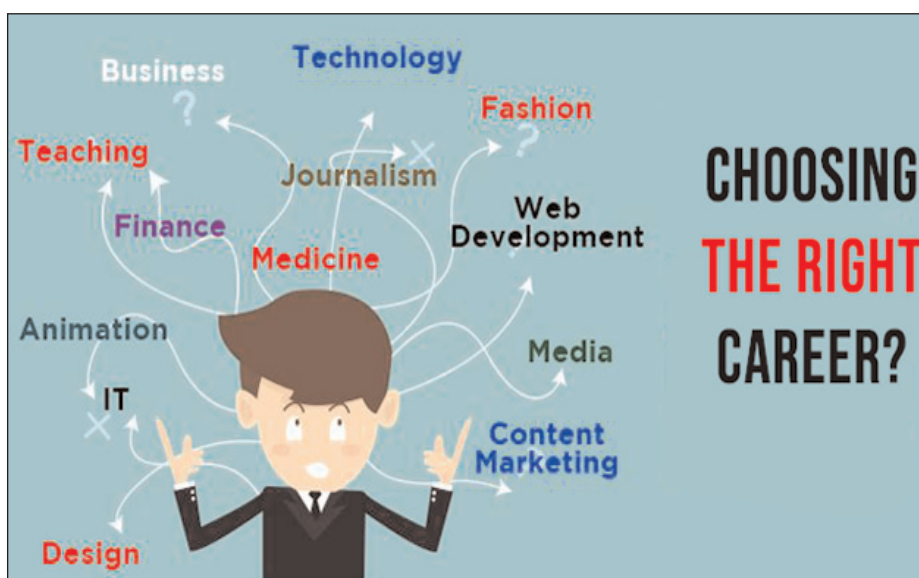
## DEFINE YOUR INTERESTS TO MAKE BETTER CAREER CHOICES

Vijay Prakash Srivastava

All young people are concerned about their future and much of their worry is centered on job and career. The most obvious thing about future is that it is uncertain. We've not seen it, we can only think about it. However with proper planning and preparations, we can minimize risks and create a better future for us. This is something every one of us should do.

The world is a dynamic place and changes keep taking place all over and everywhere. The career scenario has also changed. There is more variety in career choices, more people are ready to change their jobs, if not happy with the present one. Earlier it was not like this. It was quite common to see people spending their entire work life with in a single job or with the same employer.

Young people should be in readiness to make best of the available opportunities, though challenges would always be there. A career which is aligned with your liking, passion and interest will be more satisfying for you. Employers look for people who enjoy their work and carry it out with passion. There may be different



criterion to choose a course and career. One is to relate it with your deeper interest. When we say deeper interest, it is to differentiate with casual interest. We come across situations when we get interested in certain things for a while, and forget that after sometime. What we're truly interested in, remains with us. We want to learn more and more about it and are happy in learning and doing this.

You should see, if there is a course related to your real interest and whether it may lead to a meaningful career. The

process may appear to be difficult, but the efforts you make for this exploration, may be worthwhile. This article is intended to help you in the process.

Human thinking knows no boundaries, so human interests can also be varied and pervading and there may not be courses and career related to every particular interest. In that case you may look at the closest option. You'll also be required to relate your interest with your aptitude and mindset.

Those who like to explore and

understand why things happen, how these have evolved, and have a questing attitude may do well in science. Again, science is a very vast subject with large number of branches, so you will be required to check which branch interests you more. We'll know about physics, chemistry, zoology and botany. But these are further divided into subjects like geophysics, biochemistry, quantum physics etc. which may offer you further choices. You may, after your 10+2, go for a B.Sc. course followed by M.Sc. in the chosen branch. A science degree may be pursued at a nearby college or university. For postgraduate and higher studies you've the option of joining Indian Institute of Science, Indian Institute of Technology (IIT) and other prestigious institutions.

Medical science is also a dimension of science and an extensive one. If you find interest in human physiology, bodily processes and treating human disorders etc. then you may consider MBBS which is an undergraduate qualification in medicine and surgery. At postgraduate level you may decide to choose from MD and MS which relate to medicine and

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