J&K's Uniform Employment Code

Why in news?

\n\n

\n
- J&K has proposed a uniform Employment Code, in its state budget.
\n
- A similar code for the nation is worth consideration by the union government, to address concerns in the labour laws.
\n

\n\n

What does it aim for?

\n\n

\n
- The proposed Employment Code plans to consolidate all the labour laws in force in the State.
\n
- It would set out the framework for terms of employment and service of all the workers.
\n
- This is however, except the domestic workers and agricultural labour.
\n
- The code would also provide for a strong, independent and separate labour judiciary.
\n
- A single Employment Code will provide workers, employers, trade unions, labour authorities, etc all information at one place.
\n

\n\n

What are the existing concerns with labour laws?

\n\n

\n
- In India there are multiple labour laws at the national and state levels.
\n

- It is primarily due to constitutional division of legislative powers.
  \n
- The multiplicity is also due to laws regulating workers in different sectors.
  \n
- There are also dissimilarities between state and union labour laws (Click here to know more on this).
  \n
- Concerns with applicability of these laws to service sector employees also exist.
  \n
- Currently most of them are using laws governing shops and establishment.
  \n
- Workers and at times employers are unable to decipher labour laws without legal help.
  \n
- India also retains some outdated pre-Independence era laws.
  \n
- These include the Fatal Accidents Act, 1855, Trade Unions Act, 1926, Payment of Wages Act, 1936 among others.
  \n

\n\n

What is the way ahead?

\n\n

\n
- Provisions of all labour laws should be relooked in terms of fixing the archaic provisions instead of mechanically consolidating.
  \n

\n\n

\n
- Labour laws need to be formulated by taking the vision of ‘Ease of Living’ into consideration.
  \n
- The draft laws should be easy to understand, simple and clear, and reduce disputes relating to interpretation.
  \n
- Labour laws should balance the interests of different stakeholders such as workers, employers, trade unions and authorities.
  \n

\n\n

\n\n

Source: Business Standard

\n

