

One Day National Seminar on "New Labour Codes in India"

After getting the approval of the Seminar from concerned authorities of the University, the registration was open one month ago. More than 110 scholars of different region of the country including Seven States i.e Maharashtra, Goa, Himachal Pradesh, Uttarakhand, Tamil Nadu, Bihar, Uttar Pradesh and two Union territory i.e. New Delhi and Andaman & Nicobar Island showed their interest in the Seminar and put their registrations on the registration portal. Before the closing date of registration, a total of 42 participants confirmed their registration for Seminar. Total three Out of 42 registrations has been confirmed by the Faculty Members of different Universities of India. Further total Nine out 42 Registration has been confirmed from other States.

Opening Ceremony:-

The hosts of the program Ms. Palak Tyagi & Paramjeet Singh Hudda formally welcomed all the guests and participants present in the Hall. As is the tradition of Subharti University, the Guests of the program have been welcomed with a good luck plant. The program started with the Lamp Lighting Ceremony. All the dignitaries joined hands to light the lamp.

Welcome Address:-

Prof. (Dr.) Reena Bishnoi, Faculty of Law SVSU, delivered the welcome address. She said that the empowerment of workers is necessary for the development of the nations. She also talked about the importance and relevance of AATHM -NIRBHAR BHARAT, SABKA SAATH SAAB KA VIKAS and said that awareness should be there about the New Labour Codes in India.

After the welcome address, **Prof. (Dr.) Mohammed Asad Malik**, Professor, Faculty of Law, Jamia Millia Islamia Central University, New Delhi delivered his speech. He said that the purpose of new codes is to consolidate the labor laws in a more simplified manner. He said that the term justice in the preamble of the Constitution is used before the term Social, economic and political. It means all types of justice to workers is required to be maintained and strengthened. He also mentioned the Directive Principle of State Policy as the duty of State to maintain the welfare of the worker. He also highlighted the important role the judiciary played for the welfare of workers in this country. He also mentioned the Ranbir Singh case and supported the view of the Supreme Court of Equal pay for Equal Work. He also highlighted the MC Mehta (1997) case guidelines for education of laborer's children & minor laborers. He concluded that the objective of these New Codes is to uphold the dignity of the workers in India. He said that after the Kaushal Kishore Case decided by the Supreme Court in 2019 the fundamental rights are available against State as well as non-State actors too. It is a step forward to protect the rights of the workers.

Next speaker of the programme was **Mr. Vinod Sharma**, Civil Judge (Senior Division)/ Secretary, District Legal Services Authority Meerut. He gave a statistical viewpoint about the E-sharm Card. He said that only in Meerut District more than 12 lakh E-sharm Cards have been prepared and issued to beneficiaries. He talked about the problem of child labour and migrant labour in India. **Dr. D. P. Seniwal**, Former Income Tax Commissioner, Government of India has explained the detailed evolution of labor laws in India. He talked about differences in the previous Acts and New Codes and said that for better understanding 29 labor laws have been combined into four Codes. He also explained why and for what purpose these Acts have been combined.

After that **Justice Rajesh Chandra**, Former Judge of Allahabad High Court delivered his speech. He highlighted the important aspect of new Labour Codes. He said that four Labour Codes have been passed

but not implemented till date. He said that under the Code of Occupational Safety/ Health and Working Conditions of the Workers the provisions related to bonus and other allowances are not included. Working hours of the workers should be 8 hours a day and 6 days a week. Basic Allowances must be there but New Code does not include bonus and others. The problems of Inter-State migrant workers should be addressed properly. He further talked about Lay off, retrenchment and negotiations amongst Trade Unions, Workers and Employers etc. He also explained the functions of the Advisory Board to be created under the New Labour's Codes.

Justice Virender Kumar Tyagi, Presiding Officer, Industrial Tribunal, Meerut & Saharanpur Division was the Chief Guest of the programme. He talked about the present labor system in India. He talked about the areas and implications of cases decided by the Supreme Court & various High Courts. He pointed out the need and importance of the New Labour Codes. He also mentioned the number of cases decided by the Supreme Court such as the Bangalore Water Supply Case, Life Insurance Corporation Case, Union Bank of India Case, Natural Bank of Corporation Case, Asim Ali Case etc. He also touched upon the various legislation related to workers such as Trade Union Act, Industrial Dispute Act, Factories Act, Minimum Wages Act, Workmen Compensation Act etc.

After this **Prof. (Dr.) G.K. Thaplyal** Vice-Chancellor, Swami Vivekanand Subharti University Meerut delivered his speech. He talked about it from a different perspective. He focused upon sustainable development goals in the perspective of labor welfare and progress of the nation. He said that quality of education is essential for the sustainable development of the nation. This is the tool to empower our workers and save them from all kinds of exploitations. He further talked about five rapidly growing economies of the world. Generating more employment in the world, quality education is very important.

In the last **Prof. (Dr.) Vaibhav Goel Bhartiya** the formal vote of thanks to the dignitaries, participants, Students and all others present in the seminar. After a short lunch break technical Session started.

Technical Session:-

Technical Session was chaired by Prof. (Dr.) Reena Bishnoi and Ms. Shalini Goel. During technical sessions, total 18 research papers have been presented by the participants. The first presenter was Riya Sharma. She presented her paper on the topic "Right of Social Security in India with Special Reference to the Code on Social Security". In this paper, she stated that the new codes reflect the problems of organized and unorganized sectors. The meaning of social security ILO definitions of social security were highlighted. Social security is a human right. The second presenter was Anshika Singh. She presented her paper on the topic "Labour and employment rights". In this paper, she talked about laborers and government plans which benefited the workers. The problems of laborers and the causes of unemployment and the various rights of laborers have been highlighted. The third presenter was Anil Kishore with Co-Author Himanshu Panwar. They focused on the topic "Labour & Employment Rights: An analysis". They said that Industrial laws have been typically categorized into employers and employees and workmen Problem of child labour in India. They also mentioned the conventions of the rights of the child dealing with the definition of the child. Constitutional guarantees are meant specifically for children. Interstate migrant labor and the problems of agricultural laborers were also touched upon by them. The fourth presenter was Manisha Singh. She presented her paper on the topic "Constitutional and Labour Rights: Dr. Br. Ambedkar's Vision". The role of laborers in socio-economic development was highlighted. She also focused on the achievement of Dr. B. R. Ambedkar which was made by him for the labor class people. The fifth paper is presented through video-conferencing from Goa on the topic "Problems of Child Labour in India". The sixth paper was presented by Anushaka and Afreen Almas on the topic "Child Labour and Disabilities in India with special reference to the New Labour Code". In this paper, they stated the existing laws on child labour. The urgent need for hospitability of child labour Child labour issues etc. India has the highest number of child labour as per ILO. The new labour code prohibited child labour. The code expands the scope to stop child labour in

organized and unorganized sectors. The seventh paper was presented by Rakesh Kumar Barori from Andaman Nicobar Island on the topic "Issues and challenges of migrant workers". In this paper, he mainly focused upon the problems of migrant workers and gave various suggestions related to it. The 8th paper was presented by Kajal Kumari & Vishal Tomar on the topic "Labour Problems in India". In this paper, they focused on various problems like illiteracy, unemployment, diseases etc. They said that effective laws must be there so that their problems must be redressed properly. They also said that the social justice mechanism must be there to incur the problem. The ninth paper is presented through video conferencing from Chennai by Yash. The tenth paper is presented by Aareef Mohammad from Andaman Nicobar Island. He focused on Indian agriculture labor policy, prospects and problems thereof. In this paper he talks about the major agricultural policies and the structure of agriculture. The eleventh paper was presented by Swati on the topic "Issues and Challenges related to child Labour in India". In this paper she talked about the major issues regarding to child labour and also states the problem of poverty, lack of education, migration etc. The twelfth paper was presented by Mukul Kumar CO-AUTHOR with Ana Sisodia on the topic "An analysis of Maternity Benefit Act 1961 with special reference to the Working Conditions in Industrial Establishment ". In this paper they stated about the Aims of the Maternity Benefit Acts and also about the Paternity leave and also pointed out the flaws which make it necessary to introduce the changes in law. The thirteenth paper was presented by Video Conferencing from Chennai, Tamil Nadu by Sankesh. The 14th paper was presented by Ms. Rekha on the topic "Role of Ambedkar in special reference to women rights' ". In this paper she mainly stated about the laws for the protection of women employees. She said that the working environment for women must be safe. She talks about the Minimum Wages Act and also the other laws related to women. New Labor Codes provide night shifts and guidelines for the protection of female workers.

The fifteenth paper was presented by Dr Shaukat Ahmad Wani from Bangalore. After that, Mr. Rishabh Jain presented his paper on the topic "Rights of Labours and Employees at the Workplace". After that 17th paper was presented by Pretty Sharma on the topic "Informal Workers and Ambiguity in Social Security Code 2020". She highlighted the challenges faced by informal workers in availing of social security. Registration barrier, Absence of definition etc. 18th paper was presented by Anup Tirkey on the topic "Problems of Child Labour in India'. He focused on the reasons for increased child labour and impacts of child labour and the various laws to combat child labour in India. He put his suggestions to curb child labour in India. After that session was briefly appraised by the chairperson of the Session. The technical session ended with a vote of thanks by Dr Prem Chandra.

important intellectual discussions in the form of a National Seminar in this region.

Glimpses of Event

