

Media Coverage

Publication	Date	Edition	Link	Headline
bizntec	22 June 2021	Online	https://bizntec.com/social/90-people-hail-and-welcome-the-new-labour-codes-survey/11120/	90% people hail and welcome the new labour codes: survey



National, 22nd June 2021: The Indian Government's decision to consolidate 29 central labour laws into 4 labour codes, is a move that is going to bring about monumental structural changes and reforms in employment policies that have existed for quite a while. In the light of the anticipated implementation of the new codes, Genius Consultant Ltd, a leading recruitment firm, has conducted a survey to gauge the reaction of India Inc and their sentiments following the awaited implementation.

According to the survey, over 90% people welcomed the new implementations and believed that these reforms were long overdue and would bring about policy changes that would be beneficial in hindsight for both employees and establishments. When asked their opinion on the implication it will have on labourers 'Right to Strike', over 60% people believed that the new provision would be beneficial for establishments that have now prohibited strikes and industrial lock-out without prior notice. However, 40% respondents differed to agree on the same.

The new codes have also included the provision for women now to be entitled to be employed for all types of work with their consent before 6 am and after 7 pm. The government may instruct such establishments to make adequate arrangements to ensure the safety of women prior to employment. When respondents were asked their opinion on the new provision and its implications on women's safety and productivity. Over 90% respondents agreed that flexibility would have a favorable impact and 10% respondents disagreed, stating that it would have very little effect on improving safety and productivity.

The proposed reform for worker's fixed-term contract under new labour code was widely welcomed by the respondents with 80% in support of the new reform for its positive implications on the staffing industry. The draft proposal suggests that fixed-term employees should also be eligible to avail all statutory benefits provided to permanent workers in connection to the period service. It also suggests that compensation for fixed-term workers be paid within seven days of the wage period and transparency be maintained in all matters regarding wages.

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