

# **NEW LABOUR CODES**

**Code on Wages, 2019,**

**Code on Social Security, 2020**

**Industrial Relations Code, 2020,**

**Occupational Safety, Health and Working  
Conditions Code, 2020**

English Edition



## **Linking Publication**

**JODHPUR, (RAJ.)**

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## Preface

Hello & नमस्कार,

LINKING BARE ACTS are not merely Bare Act of the Text approved by Legislature rather it envisage my personal Experience as Judiciary Exam Educator of more than a decade wherein I found the style of Inter Section Linking, Inter Chapter Linking and Inter Acts Linking so effective that the reader can gain comprehensive command over any particular topic or concept with help of it. Further, such things also help in easy mediation while making revision.

"जो याद (memorize) नहीं होता उसे, उससे याद करो जो याद हो चुका है" - this technique is output of Linking style.

Presently, Law Exam specially concentrate to check command of student over Legislative Text (i.e. Bare Act), accordingly they asked questions which directly or indirectly Linked with Bare Act only. While teaching various laws, I found that Linking techniques is easy for student to learn multiple sections together, so I have included such technique in LINKING BARE ACTS.

These Linking Bare Acts of **NEW LABOUR CODES** (viz. *Code on Wages, 2019, Code on Social Security, 2020. Industrial Relations Code, 2020 & Occupational Safety, Health and Working Conditions Code, 2020*) includes regular features of any Linking Bare Acts, so I have provided various comparative table also which will help to understand the changes easily in new laws. it's my firm belief, these LINKING BARE ACT will certainly change the way of reading Bare Act. Further, spacious margin, Bracket Method of Proviso and Explanation etc. will make the study more convenient.

- Dr. Tansukh Paliwal

(CA, LL.M., Ph.D.)

Founder of Linking Laws

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## Legal Disclaimer

All efforts have been made to avoid any kind of typing or other kind of error or omission, though It is humbly requested to all readers that in case of doubt kindly prefer official text of the legislation as passed by Parliament. By **Scanning following QR code** You may have official text of parliament regarding *Code on Wages, 2019, Code on Social Security, 2020. Industrial Relations Code, 2020 & Occupational Safety, Health and Working Conditions Code, 2020*: -

All Disputes are subject to Jodhpur Jurisdiction only.

**Source:** <https://www.labour.gov.in/>



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# **THE CODE ON WAGES, 2019**

(ACT NO. 29 OF 2019)

[Enactment Date: 8<sup>th</sup> August 2019]

**ENGLISH EDITION**

Sample Preview

# CODE ON WAGES, 2019

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## CODE ON WAGES, 2019

## ACT NO. 29 OF 2019

[8<sup>th</sup> August, 2019.]

An Act to amend and consolidate the laws relating to wages and bonus and matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Seventieth Year of the Republic of India as follows: —

**CHAPTER I  
PRELIMINARY**

**1. Short title, extent and commencement.**

- (1) This Act may be called the Code on Wages, 2019.
- (2) It extends to the whole of India.
- (3) It shall come into force on such date<sup>1</sup> as the Central Government may, by notification in the Official Gazette appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.

**2. Definitions.**

In this Code, unless the context otherwise requires, —

- (a) **"accounting year"** means the year commencing on the 1st day of April;
- (b) **"Advisory Board"** means the Central Advisory Board or, as the case may be, the State Advisory Board, constituted under section 42;
- (c) **"agricultural income tax law"** means any law for the time being in force relating to the levy of tax on agricultural income;
- (d) **"appropriate Government"** means, —
  - (i) in relation to, an establishment carried on by or under the authority of the Central Government or the establishment of railways, mines, oil field, major ports, air transport service, telecommunication, banking and insurance company or a corporation or other authority established by a Central Act or a central public sector undertaking or subsidiary companies set up by central public sector undertakings or autonomous bodies owned or controlled by the Central Government, including establishment of contractors for the purposes of such establishment, corporation or other authority, central public sector undertakings, subsidiary companies or autonomous bodies, as the case may be, the Central Government;
  - (ii) in relation to any other establishment, the State Government;
- (e) **"company"** means a company as defined in clause (20) of section 2 of the Companies Act, 2013;
- (f) **"contractor"**, in relation to an establishment, means a person, who—
  - (i) undertakes to produce a given result for the establishment, other than a mere supply of goods or articles of manufacture to such establishment, through contract labour; or
  - (ii) supplies contract labour for any work of the establishment as mere human resource and includes a sub-contractor;

# **THE CODE ON SOCIAL SECURITY, 2020**

(Act No. 36 of 2020)

[Enactment Date: 28<sup>th</sup> September, 2020.]

**ENGLISH EDITION**

Sample Preview

# CODE ON SOCIAL SECURITY, 2020

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**CODE ON SOCIAL SECURITY, 2020**  
**ACT NO. 36 OF 2020**

[28<sup>th</sup> September, 2020.]

An Act to amend and consolidate the laws relating to social security with the goal to extend social security to all employees and workers either in the organised or unorganised or any other sectors and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Seventy-first Year of the Republic of India as follows: —

**CHAPTER I**  
**PRELIMINARY**

**1. Short title, extent, commencement and application.**

- (1) This Act may be called the Code on Social Security, 2020.
- (2) It extends to the whole of India.
- (3) It shall come into force on such date<sup>1</sup> as the Central Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.
- (4) The applicability of the Chapters specified in columns (1) and (2) of the First Schedule shall, without prejudice to the applicability of the other provisions of this Code, be such as is specified in corresponding entry in column (3) of that Schedule.
- (5) Notwithstanding anything contained in sub-section (4), where it appears to the Central Provident Fund Commissioner, whether on an application made to him by the employer of an establishment or otherwise, that the employer and majority of employees of that establishment have agreed that the provisions of Chapter III should be made applicable to that establishment, the Central Provident Fund Commissioner, may, by notification, apply the provisions of the said Chapter to that establishment on and from the date of such agreement or from any subsequent date specified in the agreement:  
**Provided** that where the employer of an establishment to which the provisions of Chapter III applied under this sub-section desires to come out of such applicability, he may make an application to the Central Provident Fund Commissioner and the Central Provident Fund Commissioner shall, if satisfied that there is an agreement between the employer and majority of the employees to this effect, make the provisions of that Chapter inapplicable to such establishment, in such manner and subject to such conditions as may be prescribed by the Central Government.
- (6) The Central Government may, after giving not less than two months' notice of its intention so to do, by notification, apply the provisions of this Code to any establishment employing not less than such number of persons as may be specified in the notification.
- (7) Notwithstanding anything contained in sub-section (4), where it appears to the Director General of the Corporation, whether on an application made to him by the employer of an establishment or otherwise, that the employer and majority of employees of that establishment have agreed that the

# **THE Industrial Relations Code, 2020**

(Act No. 35 of 2020)

[Enactment Date: 28<sup>th</sup> September, 2020.]

**ENGLISH EDITION**

Sample Preview

# Industrial Relations Code, 2020

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**THE INDUSTRIAL RELATIONS CODE, 2020**  
**ACT NO. 35 OF 2020**

[28<sup>th</sup> September, 2020.]

An Act to consolidate and amend the laws relating to Trade Unions, conditions of employment in industrial establishment or undertaking, investigation and settlement of industrial disputes and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Seventy-first Year of the Republic of India as follows: —

**CHAPTER I**  
**PRELIMINARY**

**1. Short title, extent and commencement.**

- (1) This Act may be called the Industrial Relations Code, 2020.
- (2) It shall extend to the whole of India.
- (3) It shall come into force on such date<sup>1</sup> as the Central Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.

**2. Definitions.**

In this Code, unless the context otherwise requires, —

- (a) **“appellate authority”** means an authority appointed by the appropriate Government to exercise such functions in such area as may be specified by that Government by notification in the Official Gazette;
- (b) **“appropriate Government”** means, —
  - (i) in relation to any industrial establishment or undertaking carried on by or under the authority of the Central Government or concerning any such controlled industry as may be specified in this behalf by the Central Government or the establishment of railways including metro railways, mines, oil fields, major ports, air transport service, telecommunication, banking and insurance company or a corporation or other authority established by a Central Act or a central public sector undertaking, subsidiary companies set up by the principal undertakings or autonomous bodies owned or controlled by the Central Government including establishments of the contractors for the purposes of such establishment, corporation, other authority, public sector undertakings or any company in which not less than fifty-one per cent. of the paid-up share capital is held by the Central Government, as the case may be, the Central Government.

**Explanation.** —For the purposes of this clause, the Central Government shall continue to be the appropriate Government for central public sector undertakings even if the holding of the Central Government reduces to less than fifty per cent. equity in that public sector undertaking after the commencement of this Code;
  - (ii) in relation to any other industrial establishment, including State public sector undertakings, subsidiary companies set up by the principal undertaking and autonomous bodies owned or controlled by the State Government, the State Government;

# **THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020**

(Act No. 37 of 2020)

[Enactment Date: 28<sup>th</sup> September, 2020.]

**ENGLISH EDITION**

Sample Preview

# OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

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**OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020**  
**ACT NO. 37 OF 2020**

[28<sup>th</sup> September, 2020.]

An Act to consolidate and amend the laws regulating the occupational safety, health and working conditions of the persons employed in an establishment and for matters connected therewith or incidental thereto.

BE it enacted by Parliament in the Seventy-first Year of the Republic of India as follows: —

**CHAPTER I**  
**PRELIMINARY**

**1. Short title, commencement and application.**

- (1) This Act may be called the Occupational Safety, Health and Working Conditions Code, 2020.
- (2) It shall come into force on such date as the Central Government may, by notification appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.
- (3) It shall not apply to the offices of the Central Government, offices of the State Government and any ship of war of any nationality:  
**Provided** that the Code shall apply in case of contract labour employed through contractor in the offices of the Central Government or in the offices of the State Government, where, the Central Government or, as the case may be, the State Government is the principal employer.

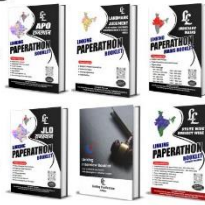
**2. Definitions.**

- (1) In this Code, unless the context otherwise requires, —
  - (a) “**adolescent**” shall have the same meaning as assigned to it in clause (i) of section 2 of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986;
  - (b) “**adult**” means a person who has completed his eighteenth year of age;
  - (c) “**agent**” when used in relation to a mine, means every person, whether appointed as such or not, who, acting or purporting to act on behalf of the owner, takes part in the management, control, supervision or direction of such mine or of any part thereof;
  - (d) “**appropriate Government**” means—
    - (i) in relation to, establishments [other than those specified in sub-clause (ii)] carried on by or under the authority of the Central Government or concerning any such controlled industry as may be specified in this behalf by the Central Government or the establishment of railways including metro railways, mines, oil field, major ports, air transport service or telecommunication service, banking company or any insurance company (by whatever name called) established by a Central Act or a corporation or other authority established by a Central Act or a Central public sector undertaking or subsidiary companies set

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