

Reading list on the new labour laws

The new labour laws introduced by the Modi government, which are set for implementation, affect all of us as employees or workers. The All India IT and ITes Employees' Union has created this comprehensive reading list so you can familiarise yourself with all perspectives on the labour laws, including the government's perspective. We may update this list occasionally.

Links to the labour codes and rules/draft rules

1. [The Code on Wages, 2019](#)
 - a. [Draft Code on Wages\(central\) Rules, 2020](#)
2. [The Code On Social Security, 2020](#)
3. [The Industrial Relations Code, 2020](#)
4. [The Occupational Safety, Health And Working Conditions Code, 2020](#)

Links to workers' and worker-friendly analysis of labour codes

1. [Our union's analysis of the labour codes](#)
2. [How the labour codes weaken the already meagre protections afforded to migrant workers](#)
3. [How the Code on Wages is a gift for Corporates](#)
4. [How the Code on Wages 'legalises' bonded labour](#)
5. [Why the new labour codes leave India's workers even more precariously poised than before](#)
6. [Why some labour reforms may lead to slave-like conditions in workplaces](#)
7. [How the Industrial Relations Code arms employers with comprehensive instruments to suppress the workers and drastically curb their rights to fight for their demands](#)

8. [How the OSH Code will worsen occupational health and safety](#)
9. [How the draft rules under the OSH code ignore workers and serve the interests of employers](#)
10. [How the social security code weakens key welfare guarantees](#)
11. [How various BJP state governments used the lockdown to push through these labour reforms](#)
12. [On the flawed economic logic behind these 'reforms'](#)
13. [On the lack of consultation and the flawed tripartite discussions behind the labour codes](#)
14. Politics of welfare, or lack thereof, of labour: Series on the political economy of labour legislations in India ([part 1](#), [part 2](#))
15. Who Will Penalize the Laxity on the Part of Law Enforcers? Series on how lack of enforcement of labour laws lead to the tragic and inhumane conditions faced by migrants during the lockdown of 2020 ([part 1](#), [part 2](#), [part 3](#), [part 4](#), [part 5](#))
16. On the delay in implementing the Labour Codes and how they restrict the scope of collective bargaining ([part 1](#), [part 2](#))

Links to reports about trade union movements against labour codes

1. [Journalists protests against labour laws](#) (Nov 2019)
2. [Joint protests against labour laws](#) (Sept 2020)
3. [National protest day across the country against the labour laws](#) (Dec 2020)
4. [Trade unions to observe two-day nationwide strike on Feb 23-24](#) (2022)

Links to government documents and reasoning on labour codes

1. [Gov FAQ on the Social Security Code](#)

2. [Gov handbook on new labour codes: 'New Labour Code For New India Biggest Labour Reforms in Independent India'](#)
3. [Gov pronouncement on the passing of the Code on Wages by the Lok Sabha](#)
4. [Gov pronouncement on the passing of the OSH Code, IR Code, and the Social Security Code by the Lok Sabha](#)
5. [Gov pronouncement on the passing of the OSH Code, IR Code, and the Social Security Code by the Rajya Sabha](#)

Links to legal analysis of labour codes

[Cover Note Overview of Labour Law Reforms](#)

Code on Wages:

1. [Comparison with earlier version of the Bill and recommendations of the Standing Committee on Labour](#)
2. [Protection of Workers' Wages in India: An Analysis of the Labour Code on Wages, 2019](#)

Draft wage rules:

1. [PRS analysis of Draft wage rules](#)
2. [Issue based \(wages, consumption standards, composition of committees, 'floor wage'\) of the draft rules](#)
3. [How draft rules exclude migrant workers and women](#)

[Issues for Consideration: Labour Codes – Three Bills on Occupational Safety and Health; Industrial Relations; and Social Security, 2020](#)

Links to general labour reports

1. [National Labour Commission 2022 \(long\)](#)
2. ILO conventions that India has:
 - a. [Ratified](#)

- b. Not ratified
- 3. National Commission on Enterprises in the Unorganised Sector reports
 - a. Report on Social Security
 - b. Report on conditions of work and promotion of livelihoods in the unorganised sector