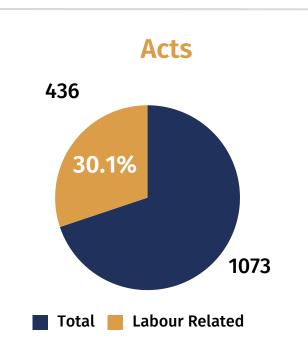
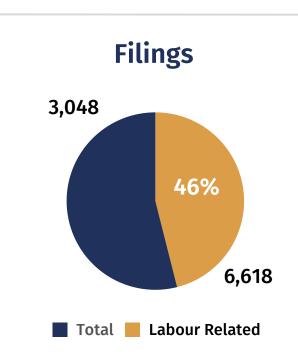


# DECODING INDIA'S LABOUR COMPLIANCE FRAMEWORK

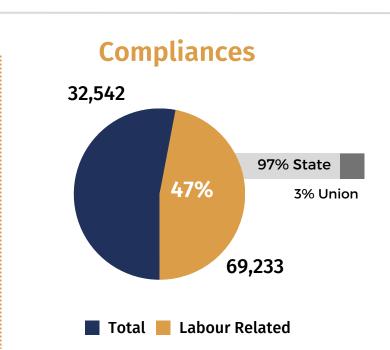
#### **Timeline** 1760 1854 1881 **Industrial Revolution** First cotton textile Factories Act, starts in Britain factory is established 1881 was passed in Bombay 1948 1966 1934 First National New Factories Act, Factories Act, 1934 was Employees' State Commission on Labour passed based on the Insurance Act, Minimum set up under Justice 1931 report of the P.B. Gajendragadkar Wages Act, were passed **Royal Commission** 2020 2019 1999





Code on Wages

is passed

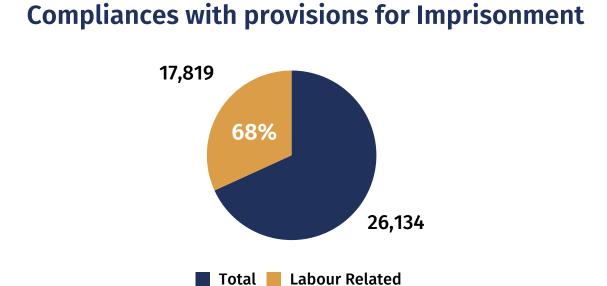


Code on Social Security,

Industrial Relations Code, and

Occupational Safety, Health,

and Working Conditions Code are passed



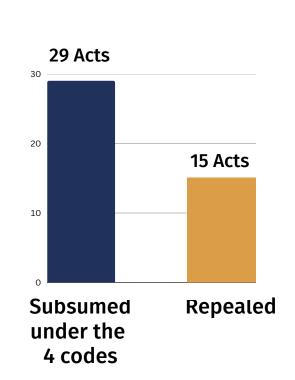
**Second National** 

Commission on Labour set

up under Ravinder Varma



### **44 Labour Related Union Acts**



### Reduction in complexity of labour compliance

## Occup

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

- Subsumed 13 acts
- 4 licences reduced to 1
- 22 returns reduced to 1
- 76 registers reduced to 3
- 11 registrations reduced to 1



### Industrial Relations Code, 2020

- Subsumed 3 acts
- 2 registrations reduced to 1



### Code on Social Security, 2020

- Subsumed 9 acts
- 36 returns reduced to 1
- 20 registers reduced to 2
- 4 registrations reduced to 1



### Code on Wages, 2019

- Subsumed 4 acts
- 3 returns reduced to 1
- 12 registers reduced to 4