

# New Labour Rule, 2020 For Human Resource Management

**Dr. Samir Ghosh**

Professor,  
Dept. of Commerce  
Vidyasagar University  
Midnapore Town, Paschim Midnapore  
West Bengal, India

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## Abstract

In new labour rule, 2020 all the central and state rules were clustered into four major rules such as wage, industrial relation, safety at working place and social safety. In new rules a new concept develop i.e. fixed term employment for a finite period in which employers will be benefited more than costly permanent workers, because employees could not agitate against their employers. Recognised trade unions (at least 50% workers are its members) can negotiate with management. In new rule scope of employment will increase but earning of the workers will be low, because employers are given more power in negotiation.

**Key terms:** Retrenchment, Migrant, Occupational safety, Gratuity

In India total twenty nine labour rules were clustered into main four rules namely Wage rule, Industrial relation rule,

Safety rules at working places and health related rules and fourth one is Social safety rules. The main aim of new rules is to simplify and modernise. The major challenges of labour rule are to ensure that with increase in employment, protect the interest of labours. Labour rules mainly deal with which organisations should be covered by these rules, minimum number of workers to be employed in the organisation for whom retrenchment permission should be taken, how the labour rules to be implemented, how the labour force to be made more

flexible, how the labourers united bargain capacity could be increased.

### **Objectives Of The Study**

To evaluate the new labour rule whether employees or employers will be benefited by this rule.

### **Research Methodology:**

This is a descriptive study. All the data are published data and collected from secondary sources. Methods used are averaging and percentage

### **Findings**

In June, 2002 National Labour Commission recommended making united of all central and states labour rules .Commission also suggested that to bring transparency and equality of earlier labour rules in reality they should be clustered. Existing different labour rules are applicable for different sizes of organisations, different classes of workers; so they should be simplified and clustered to include more

and more workers.

In this new rule unorganised sectors workers, Gig Workers and for platform workers of forty crore people, a Social Safety Fund should be built up for providing social safety. Casual workers are also to be given benefit like fixed term employees such as gratuity, leaves and other social safety measures. During working at industries if any damages happen then 50% of losses to be get by the workers including all outstanding. Working environment should be transformed at international level for which National Occupational Safety and Health Board. Tea Garden workers should get ESI benefit like Gig Workers and Platform Workers. Migrant workers should also come under this new rule and they should be employed in different Govt. projects according to their skills. They should be allowed to go home one time in a year with some monetary allowance. Till date there is an allegation due to complexity in existing labour rule, expenditure of the organisation is rising and employees are not benefitted; only the inspector's earnings has increased. In new rule single registration, single licence, single return for all labour rules and the entire system will be transparent.

In existing situation for contractual workers rule is applicable only when the minimum workers are twenty; but in new rule the number of workers raise to fifty. In existing situation for retrenchment of workers permission of Govt. should be taken for minimum one hundred workers employed; in new rule it is raise to 300.

In new rules for contractual workers a new concept develop i.e. fixed term employment for a finite period in which employers will be benefited; when the demand of products increase then without employment of permanent workers at a high cost, this type of low cost fixed term workers are employed. These types of workers employment depends on employer's wisdom, they cannot agitate against their respective employer for their claims.

In new rule to form a recognised trade union minimum 51% workers should be its member, only in such case that union can talk with management.

### **Conclusion**

But in some important matter like social safety, health safety at working place how they should be implemented, rule remains salient. Number of workers ceiling for retrenchment in factories which requires Government permission is a disputed issue.

In the new rule scope of employment will increase but earning of the workers will be low, because employers are given more power in negotiation.

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