

1. Cordial Invitation to
WORKSHOP on
FOUR NEW LABOUR CODES AND THEIR IMPACT ON
WORKERS IN THE UNORGANISED SECTOR

Jointly Organised by
Labour & Migration Unit of ISI, Bangalore
And Labour Commission, KRCBC

Dates: 19 & 20 Jan 2018 [10am – 5pm]

Venue: Indian Social Institute
24 Benson Road, Benson Town, Bangalore-46

Coordinators of the Workshop:

Prof. Babu Mathew [NLSIU] & Fr. (Adv.) Francis Guntipilly

Four New Labour Codes:

- 1. Labour Code on Wages**
- 2. Labour Code on Social Security & Welfare**
- 3. Labour Code on Industrial Relations**
- 4. Labour Code on Occupational Safety & Health**

NB:

1. Invitation is open to all those involved and concerned with labour issues in the unorganised sector
2. Registration is free of cost and food is provided free by the organisers
3. Outstation participants requiring free accommodation have to contact the organisers in advance

Contact details of organisers:

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Concept Note

The Labour Code on Wages Bill, 2015 (Wage Bill) has been introduced by the Ministry of Labour & Employment, Government of India as a part of its often stated aim of reforming labour laws and improving the 'ease of doing business'.

The Union Cabinet on 25 July 2017 has approved the Wage Bill to simplify, consolidate and amend (i) Minimum Wages Act, 1948; (ii) Payment of Wages Act, 1936; (iii) Payment of Bonus Act, 1965 and (iv) Equal Remuneration Act, 1976. The Wage Bill was expected to be placed in both the houses of the Parliament in the current monsoon session.

The Wage Bill is a part of the Government of India initiative of reducing all the existing labour & employment laws to 4 major codes namely, wages; industrial relations; social security and welfare and occupational safety, health & working conditions.

In the above mentioned scenario one can find any number of flaws and exclusions, While amalgamating several labour laws many finer points are left out to the detriment of the workers specially the unorganized workers. Just to cite a few aspects we see that though the code acknowledges nine different definitions of workers, it refers to workers in an undifferentiated way in the main sections. While social security is proposed for all yet it can exclude large number of women who are housewives, unemployed, disabled, daily wage workers because they cannot contribute to the social security fund which is mandatory to be eligible. This social security is at the cost of workers' voices, the trade unions. There is no place for trade unions in the code. Only a national council is proposed under the code consisting of 21 members and provides for only three employee representatives, that too on the basis of nomination by the government. There is a weak emphasis on gender balance as it proposes "at least one of the three nominees to be a woman" in the national council.

The code does precious little to take into account the perspectives of workers, particularly workers from the informal and unorganised sectors who are the most vulnerable.

Therefore, we who are interested in the welfare and development of the labour rights should put our hearts and minds together and examine the consequences of the pro-employer legislations that will be implemented. We intend to take necessary steps to prevent the disaster that is though purportedly getting enacted for the good implementation of the laws, take away much of the rights of the vulnerable people and reduce the workers to mere slaves and lose all democratic rights of organizing themselves and demand their rights.

Thus we invite you to this seminar to know about these four codes, critique them and construct an action plan to undo all the mischief that these legislations can create in order to protect the rights of the unorganised.

2. Invitation and Call for Papers

Labour Migration in the Post Liberalization Era (1991)

A Two Day National Seminar

Jointly organized by

Indian Social Institute, Bangalore

And Indian Social Institute, Delhi

Dates: 17th & 18th March, 2018

Venue: Indian Social Institute,
10 Institutional Area, Lodi Road, New Delhi-110003

CONCEPT NOTE

The introduction of the New Economic Policy in 1991 of Liberalization, Privatization and Globalization [LPG] has accelerated un-regularized migration in India. A development model centering mega cities, neglect of countryside, burial of issues of social equity and social justice, and widening of the gap between the rich and the poor led to large scale distress migration in the country. It has precipitated an agrarian crisis which is characterized by forced failure of agricultural activities, indebtedness due to loans taken and mass farmer suicides. These features have resulted in marginal peasants abandoning agriculture, landless workers remaining unemployed and an exodus of these people to other parts of the country for survival. Such distress migration is primarily a survival strategy, a movement from a state of starvation to subsistence.

According to estimates, internal migrants in India are above 450 million; inter-state migrants are above 45 million; seasonal migrants are between 10 to 30 million adults every year; and circular migrants are above 100 million. The Economic Survey of India (2016-17) estimates annual labour mobility in India to be 5-9 million and inter-state migrant population to be around 60 million. Further, there are 5-6 million Indians migrating from state-to-state each year and 4.5 per cent is the annual growth of inter-state migration.

The internal distress migrants in India are excluded from the economic, cultural, social and political life and are often treated as strangers and second-class citizens. They are looked down as ‘outsiders’ by the local population as well as host administration, and are portrayed reductively by the local media. Their right to the city is often denied on the political defense of the “sons of the soil” theory. Two major sources or processes of exclusion of internal migrants in India are (a) the discrimination against the poor and the underprivileged in urban planning and (b) the categorization of the internal migrants as the ‘other’ by the host population.

The internal distress migrant workers are subjected to several vulnerabilities in India. They are forced to live and work in extremely difficult and dangerous conditions. They are very vulnerable as they are on the margins of Indian society both economically and socially, and face risks because of non-recognition at the policy level and faulty implementation of laws. Nearly all sectors employ migrant workers through a complex system of contractors and agents who are well-positioned to exploit these vulnerable distress migrants.

Suggested Topics:

1. New Economic Policy and its impact on employment and migrant labour
2. Predicament of migrant workers in construction labour, daily wage labour and domestic labour
3. Cultural implications of displacement on migrant women and children.
4. Social Inclusion and Alienation of Migrant Workers in terms of their Entitlements.
5. Vulnerabilities of Inter-State Migrants in India
6. The Political Economy of Distress Migrant Labour.
7. Urban Space for Migrant Workers
8. Shift from Agrarian Economy to a Capitalistic Economy and its Implications for Labour
9. Victimization of Migrant Women Workers in Urban Space (e.g. human trafficking, bonded labour, etc.)
10. The Efficacy of Labour Laws on Migrant Workers

Submission of Abstracts [200-300 words] by 31 January 2018

Notification of selected Abstracts by 10 February 2018

Submission of Full Paper [4000-5000 words] by 28 February 2018

Note:

- Certificates will be given to all the paper presenters

- 3 AC Train travel expenses will be reimbursed only for outstation paper presenters.
- Food and Accommodation will be provided free of cost
- Guidelines for Full Paper submission will be communicated on selection of Abstracts

The Abstracts and later on the full Papers are to be sent to the persons mentioned below. For more queries and clarification you may contact them.

1. Ms. Felcy Rani,
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