

Kolkata Chapter of Social Security Association of India in collaboration with BRICS, principal sponsor and TEOCO, IL&FS, DCPL, United Spirits, Marathon & C Quel and other distinguished CSR companies organized a Seminar on Labour Laws Reform initiatives of the Government of India, on 16th January, 2016 at New Town of Kolkata. The Chief Guest on the occasion was Shri A.K.Nayak. Chief Labour Commissioner, Central, GOI, The seminar was attended by over 100 participants from various establishments located in and around Kolkata. The Special Guests of Honour on the occasion were Ms Uditia Chowdhury, Addl CPFC, EZ, Shri Chinmay Bose, Regional Director, ESIC, WB and Shri SH Askari, Addl Labour Commissioner, Govt of West Bengal. The seminar was presided over by Shri Ramen Pandey, President, Kolkata Chapter & Member, Central Board of Trustees, EPFO and an eminent all India trade union leader.

The Seminar considered the spate of labour reforms announced both by the Union Labour Ministry and various States. Some of the significant reforms notified in 2015 like, Shram Suvidha Portal simplifying compliance work, amendment to Payment of Bonus Act, 1965 extending coverage and raising gratuity payment ceiling, introduction of Universal Account Number- facilitating portability of subscribers, improvement in hospitalization services by ESIC, raising guaranteed minimum pension for EPS pensioners to Rs 1000 per month The other reform issues which were covered in the interactive session included the following:-

1. Online licensing and registrations for different labour laws such as the Shops and Establishment Act, Factories Act and Contract Labour Act.
2. Increase in maternity leave from 12 to 26 weeks
3. Doing away with the 5 year period for gratuity in one spell under one employer and making it portable across employers
4. Uniform Labour Code & Uniform Minimum Wages across India.

Shri B N Som, Secretary General, spoke on the formulation of labour code on social security.

Shri Sushobhan Sarkar, secretary, Kolkata Chapter delivered the vote of thanks.

Shram Suvidha Portal (<https://www.efilelabourreturn.gov.in/>) for compliance under multiple labour returns through a single unified return and a platform for raising online grievances to the Ministry of Labour. Labour Identification Number launched in addition to PF & ESI numbers that employees currently hold. Amendment of the Payment of Bonus Act, 1965 to extend coverage to maximum number of employees and to increase the quantum of bonus payable each year. Universal Account Number launched by the Employees' PF Organization for portability of subscribers' PF accounts across different employers/ employments.

PRESS NOTE

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1. Improvement in Medical hospitalization services by the ESIC
2. Guarantee of minimum pension of Rs 1,000/- by the EPFO

A further spate of reforms is also projected in the coming days:-

3. Online licensing and registrations for different labour laws such as the Shops and Establishment Act, Factories Act and Contract Labour Act
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6. Uniform Labour Code & Uniform Minimum Wages across India.