

J&K's Uniform Employment Code

Why in news?

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- J&K has proposed a uniform Employment Code, in its state budget.
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- A similar code for the nation is worth consideration by the union government, to address concerns in the labour laws.
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What does it aim for?

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- The proposed Employment Code plans to consolidate all the labour laws in force in the State.
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- It would set out the framework for terms of employment and service of all the workers.
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- This is however, except the domestic workers and agricultural labour.
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- The code would also provide for a strong, independent and separate labour judiciary.
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- A single Employment Code will provide workers, employers, trade unions, labour authorities, etc all information at one place.
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What are the existing concerns with labour laws?

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- In India there are multiple labour laws at the national and state levels.
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- It is primarily due to constitutional division of legislative powers.
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- The multiplicity is also due to laws regulating workers in different sectors.
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- There are also dissimilarities between state and union labour laws (Click [here](#) to know more on this).
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- Concerns with applicability of these laws to service sector employees also exist.
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- Currently most of them are using laws governing shops and establishment.
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- Workers and at times employers are unable to decipher labour laws without legal help.
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- India also retains some outdated pre-Independence era laws.
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- These include the Fatal Accidents Act, 1855, Trade Unions Act, 1926, Payment of Wages Act, 1936 among others.
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What is the way ahead?

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- Provisions of all labour laws should be relooked in terms of fixing the archaic provisions instead of mechanically consolidating.
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- Labour laws need to be formulated by taking the vision of 'Ease of Living' into consideration.
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- The draft laws should be easy to understand, simple and clear, and reduce disputes relating to interpretation.
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- Labour laws should balance the interests of different stakeholders such as workers, employers, trade unions and authorities.
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Source: Business Standard

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