

Labour Law Implications in the short term and long term measures announced by the Finance Minister for supporting the poor, including migrants, farmers, tiny businesses and street vendors
Benefits for Workers.

One of the major change proposed is the new definition of a migrant worker under the Inter State Migrant Workers Act 1979. The current definition includes only persons who are recruited by or through a contractor in one State under an agreement or other arrangement for employment in an establishment in another State. The Act was thus restricted to persons engaged through a contractor and recruited in one State and brought to work in another state..

The Scheme announced by the Finance Minister proposes to enlarge the definition of 'migrant worker' to include:

- a. Migrant workers employed directly by the employer,
 - b. Workers directly coming to destination State of their own
 - c. The migrant workers employed through a contractor.
- Universalization of right of minimum wages and timely payment of wages to all workers including unorganized workers – presently minimum wages applicable to only 30% of workers.
 - Statutory concept of National Floor Wage introduced: will reduce regional disparity in minimum wages.
 - Fixation of minimum wages simplified, leading to less number of rates of minimum wages and better compliance.
 - **Appointment letter for all workers- this will promote formalization.**
 - Annual Health Check-up for employees.
 - **Occupational Safety & Health (OSH) Code also applicable to establishments engaged in work of hazardous nature even with threshold of less than 10 workers.**
 - **Definition of inter-state migrant worker modified to include migrant workers employed directly by the employer, workers directly coming to destination State of their own besides the migrant workers employed through a contractor.**
 - Portability of welfare benefits for migrant workers.
 - Extension of ESIC coverage pan-India to all districts and all establishments employing 10 or more employees as against those in notified districts/areas only.
 - **Extension of ESIC coverage to employees working in establishments with less than 10 employees on voluntary basis.**

- Mandatory ESIC coverage through notification by the Central Government for employees in hazardous industries with less than 10 employees.

- **Social Security Scheme for Gig workers and Platform workers.**

- Re-skilling fund introduced for retrenched employees.

- All occupations opened for women and permitted to work at night with safeguards.

- Provision for Social Security Fund for unorganised workers.

- **Gratuity for Fixed Tem Employment - Provision of gratuity on completion of one year service as against 5 years.**

EPF Contribution reduced for Employers and Employees for 3 months to 10% from 12% for all establishments for next 3 months for workers not covered by Govt support under PMGKP and its extension.