

CODE OF WAGES 2019:

The sections where the Govt has referred section will be implemented when appropriate Govt will notified or when rules will come:

<u>Section Number</u>	<u>Brief Description</u>
<u>Section 4</u>	<u>Disputes over whether a work is of the same or similar nature for the purposes of Section 3 shall be decided by such authority as may be notified by the appropriate Government.</u>
<u>Section 5</u>	<u>No employer shall pay an employee wages less than the minimum rate of wages notified by the appropriate Government.</u>
<u>Section 7(2)</u>	<u>The cost of living allowance and cash value of concessions shall be computed by such authority, as the appropriate Government may by notification, appoint.</u>
<u>Section 15, Proviso</u>	<u>The appropriate Government may, by notification, specify the industrial or other establishment where wages must be paid only by cheque or by crediting the bank account.</u>
<u>Section 18(1), Explanation (b)</u>	<u>Provisions made by the employer for loss of wages (due to suspension, reduction, etc.) must satisfy the requirements specified in the notification issued by the appropriate Government.</u>
<u>Section 18(2)(d)</u>	<u>Authorities engaged in the business of subsidising house-accommodation, for which deductions are made, may be specified in this behalf by the appropriate Government by notification.</u>
<u>Section 25</u>	<u>Chapter III (Payment of Wages) provisions shall not apply to Government establishments unless the appropriate Government, by notification, applies such provisions to the specified establishments.</u>
<u>Section 26(1)</u>	<u>The annual minimum bonus is paid to every employee drawing wages not exceeding such amount per mensem, as determined by notification, by the appropriate Government.</u>
<u>Section 26(2)</u>	<u>For calculation purposes, the wage amount used as a maximum is such amount per mensem, as determined by notification by the appropriate Government.</u>
<u>Section 41(1)(i)</u>	<u>The appropriate Government may, by notification, exempt employees of any establishment from the provisions of Chapter IV (Bonus) if the establishment offers overall benefits under another profit-sharing scheme.</u>
<u>Section 45(1)</u>	<u>The appropriate Government may, by notification, appoint one or more authorities (not below the rank of a Gazetted Officer) to hear and determine claims under the Code.</u>
<u>Section 49(1)</u>	<u>An appeal against an order passed by the claims authority (under Section 45) may be made to the appellate authority having jurisdiction appointed by the appropriate Government, by notification.</u>

CODE OF SOCIAL SECURITY 2020:

Section Number **Brief Description**

<u>Section 2(6)</u>	<u>Defines "building or other construction work." Excludes work employing more than such number of workers as may be notified by the appropriate Government.</u>
<u>Section 2(44)</u>	<u>Different classes of medical practitioners with specific qualifications (for chapters other than Chapter IV) may be notified by the appropriate Government.</u>
<u>Section 2(57)(a)(ii)</u>	<u>Pertaining to plantations, the State Government (which may be the appropriate Government) may, by notification, so direct that the Code applies to certain lands for growing plants if specific criteria and Central Government approval are met.</u>
<u>Section 2(57)(b)</u>	<u>The State Government (which may be the appropriate Government) may, by notification, declare certain lands used for growing plants to be a plantation, even if the area is less than five hectares.</u>
<u>Section 57(1)</u>	<u>The date on which every employer (except Government/State-controlled entities) must obtain insurance for their gratuity liability shall be effective from such date as may be notified by the appropriate Government.</u>
<u>Section 58(1)</u>	<u>The appropriate Government may, by notification, appoint any officer to be a competent authority for implementing the provisions of Chapter V (Gratuity) in a specified area.</u>
<u>Section 75, Explanation (ii)</u>	<u>Pertains to compensation in plantations. The exclusion of certain workers (excluding medical officers) applies if their monthly wages exceed the amount as determined by the appropriate Government, by notification.</u>
<u>Section 75, Explanation (iii)</u>	<u>Pertains to compensation in plantations. The exclusion of managerial or administrative persons applies if their monthly wages exceed the amount as determined by the appropriate Government, by notification.</u>
<u>Section 102</u>	<u>The appropriate Government may, by notification, exempt any employer or class of employers from paying the cess if a corresponding law is already in force in that State.</u>
<u>Section 122(1)</u>	<u>For the purposes of provisions outside Chapters III and IV, the appropriate Government may, by notification, appoint Inspector-cum-Facilitators.</u>
<u>Section 122(2)</u>	<u>The appropriate Government may, by notification, lay down an inspection scheme for provisions outside Chapters III and IV.</u>
<u>Section 122(3)</u>	<u>The appropriate Government may, by notification, confer such jurisdiction of randomised selection of inspection for the purposes of the Code (outside Chapters III and IV).</u>
<u>Section 143(1)</u>	<u>The appropriate Government may, by notification, grant exemption to an establishment or employees from any or all provisions of the Code.</u>
<u>Section 148</u>	<u>The appropriate Government may, by notification, deprive an establishment or person of any benefit provided under the Code if it is satisfied that the benefit has been misused.</u>
<u>Section 152(2)</u>	<u>The appropriate Government may, by notification amend the Second Schedule and Third Schedule by way of addition (listing employees and occupational diseases, respectively).</u>
<u>Section 162</u>	<u>The appropriate Government may, by notification, direct that all or any of the powers and functions exercisable by that Government may also be exercised by specified Social Security Organisations or officers.</u>
<u>First Schedule, V(b)</u>	<u>Specifies that the application of Chapter V (Gratuity) extends to such other shops or establishments as may be notified by the appropriate Government from time to time.</u>
<u>First Schedule, VI(b)</u>	<u>Specifies that the application of Chapter VI (Maternity Benefit) extends to such other shops or establishments notified by the appropriate Government.</u>

INDUSTRIAL RELATIONS CODE, 2020

<u>Section Number</u>	<u>Brief Description</u>
<u>Section 28(2)</u>	<u>This sub-section specifies that the provisions of Chapter IV (Standing Orders) shall not apply to workers in an industrial establishment to whom the Fundamental and Supplementary Rules, Civil Services (Classification, Control and Appeal) Rules, or other similar central rules, or any other rules or regulations that may be notified in this behalf by the appropriate Government, apply.</u>
<u>Section 40, Proviso (b)</u>	<u>This sub-section lists exceptions to the requirement of giving notice before effecting a change in conditions of service. Notice is not required where the workers affected are subject to specified central civil service rules or any other rules or regulations that may be notified in this behalf by the appropriate Government in the Official Gazette.</u>

The Industrial Relations Code, 2020

<u>Section Number</u>	<u>Brief Description</u>
<u>Section 1(3)</u>	<u>The Code shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint; different dates may be appointed for different provisions.</u>
<u>Section 2(b)(i)</u>	<u>The definition of "appropriate Government" includes the Central Government in relation to any industrial establishment or undertaking concerning any controlled industry as may be specified in this behalf by the Central Government.</u>
<u>Section 2(q)(iv)</u>	<u>The definition of "industry" excludes "any other activity as may be notified by the Central Government".</u>
<u>Section 2(zq), Proviso</u>	<u>For calculating the wage under this clause, if certain non-wage payments exceed one-half, or such other per cent. as may be notified by the Central Government, the excess amount shall be deemed to be remuneration and added to wages.</u>
<u>Section 2(zr)(iv)</u>	<u>The definition of "worker" does not include a person employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per month or an amount as may be notified by the Central Government from time to time.</u>
<u>Section 92(3)</u>	<u>The Central Government may, by notification, and for reasons stated, empower a Tribunal constituted by the State Government to handle cases where the appropriate Government is the Central Government.</u>
<u>Section 101(1)</u>	<u>The Central Government may, by notification, add to or alter or amend the First Schedule or the Second Schedule or the Third Schedule.</u>
<u>Section 214(2)(a)</u>	<u>The Worker Re-skilling Fund shall consist of an employer's contribution equal to fifteen days' wages last drawn by the worker, or such other number of days as may be notified by the Central Government, for every retrenched worker.</u>