

RAJYA SABHA

*SYNOPSIS OF DEBATE

(Proceedings other than Questions and Answers)

Wednesday, September 23, 2020 / Asvina 01, 1942 (Saka)

FAREWELL TO THE RETIRING MEMBERS

MR. CHAIRMAN: Hon. Members, today, we bid farewell to some of our colleagues from the States of Uttar Pradesh and Uttarakhand, namely, Dr. Chandrapal Singh Yadav, Shri Javed Ali Khan, Shri P. L. Punia, Shri Ravi Prakash Verma, Shri Rajaram, Prof. Ram Gopal Yadav, Shri Veer Singh, Shri Hardeep Singh Puri, Shri Neeraj Shekhar, Shri Arun Singh and Shri Raj Babbar, who would be retiring in the month of November.

Hon. Members, while retirement marks the completion of the term of office of the Members, it also imbues in them a sense of fulfilment and contentment of having served the people of this country, a feeling which they are going to cherish throughout their life. To be bestowed upon with the responsibility to represent the people of this country and to continuously strive to come up to their expectations is the biggest privilege as well as a challenge for a Member of this august House.

The retiring Members will be leaving this august House with loads of invaluable experiences and memories which will continue to

*This Synopsis is not an authoritative record of the proceedings of the Rajya Sabha.

guide them in their noble path of public service. It will also prove to be a store house of knowledge for aspiring and young politicians.

The retiring Members have contributed significantly to the deliberations of this House and the Parliamentary Committees which they represented. I place on record my appreciation and also the appreciation of the House for the valuable contribution and service rendered by them with utmost dedication and fervour to further the cause of democracy.

Though some Members might be re-elected -- I hope -- this House will certainly miss those who would not be coming back immediately. I hope that the retiring Members will continue to serve the people in different capacities with the same zeal, enthusiasm, vigour and spirit of service which they have exhibited in this House. I know that some of these Members or many of these Members are only retiring, but they are not tired. They will continue to serve the people in whatever capacities they are in public life. This is one opportunity given to represent the people in this august House. Otherwise, we will be in public life taking up the cause of the people and then trying to address the cause of the people. So, I wish all the retiring Members good health, happiness and many more years of service to the nation. If any retiring Member wants to speak, he may speak.

SHRI NEERAJ SHEKHAR: Thank you Mr. Chairman, Sir what you have spoken about us is like a blessing to us. It was a privilege for me to come to this House. I have been blessed by people for 12-13 years and for that I will always be indebted to everyone. When I came to this House, one of my goals was to transform the future of children. If the future of a single child has transformed due to my contribution in these 12 years, it would be a great privilege for me. It is the duty of all of us to enact legislations that change the future of children. Every day I pray to God that my country should remain clean, educated and powerful.

MOTION FOR ELECTION TO THE JOINT COMMITTEE ON OFFICES OF PROFIT

THE MINISTER OF RAILWAYS; AND THE MINISTER OF COMMERCE AND INDUSTRY (SHRI PIYUSH GOYAL): I move that this House concurs in the recommendation of the Lok Sabha that the Rajya Sabha do elect one Member of the Rajya Sabha to the Joint Committee on Offices of Profit in the vacancy caused by the retirement of Dr. K. Keshava Rao from the membership of Rajya Sabha on 09.04.2020, and resolves that the House do proceed to elect, in accordance with the system of proportional representation by means of the single transferable vote, one Member from amongst the Members of the House to the said Joint Committee, to fill the vacancy.

The motion was adopted.

MATTERS RAISED WITH THE PERMISSION OF THE CHAIR

1. Need to Bring a Bill to Expedite Development of Pending Rail and Road Projects Stuck Due to Court Cases

LT. GEN. (DR.) D.P. VATS (RETD.): Important rail and road projects remain stuck for decades due to pending cases in courts. One project has been hanging fire for 45 years. Therefore, I request the Government to bring in a special legislation for timely disposal of development projects.

(Dr. Amar Patnaik, Shri Bhaskar Rao Nekkanti and Dr. Sasmit Patra associated.)

2. Need to include Kurmi, Kudmi, Mahto Castes of Odisha, Jharkhand, West Bengal and Assam in the List of Schedule Tribes

SHRIMATI MAMATA MOHANTA: The economic condition of the Kurmi Mahant sect is not good and they live below the poverty line. Since September 6, 1950, this community was excluded from the ST list. Because of this, the Kurmi Mahant sect

belonging to states like Odisha, Jharkhand, West Bengal is struggling. I request the Minister to reconsider this and include Kurmi Mahant Community in the ST list.

(Dr. Sasmit Patra, Dr. Amar Patnaik, Shri Bhaskar Rao Nekkanti and Shri Sujeet Kumar associated.)

3. Need to Regularise the Daily Wagers, Casual Labourers and Home-guards Working in Government Departments in the UT of Jammu & Kashmir and Release their Pending Salaries

SHRI NAZIR AHMED LAWAY: In Jammu and Kashmir and Laddakh thousands of daily wage labourers, casual workers, contract labourers and Home Guards have been working in Government departments on daily wages for nearly 20 years, but they are not being regularized. So I request that these people be regularized in Government departments and their wages be released, as they are in a miserable condition.

(Mir Mohammad Fayaz, Dr. Sasmit Patra and Shri Bhaskar Rao Nekkanti associated.)

4. Need for Early Completion of India-Myanmar-Thailand Trilateral Highway Project

SHRI BIRENDRA PRASAD BAISHYA: Early completion of the India-Myanmar-Thailand trilateral highway is the need of the hour. It is the most important international highway project taken up by our Government. After completion of this project, economy of the north-eastern region will improve and this project will definitely improve connectivity within the north-eastern region and with other Southeast Asian countries. It will definitely improve the tourism sector of our country. From strategic point of view, this project will definitely help in improving our relationship with Thailand, Myanmar and other South Asian countries. So, the Government should complete the project immediately.

(Shri Kamakhya Prasad Tasa, Shri Sujeet Kumar, Dr. Amar Patnaik, Dr. Sasmit Patra and Shri Bhaskar Rao Nekkanti associated.)

5. Need to enhance the Remuneration of Anganwadi and ASHA Workers

SHRI SUBHASH CHANDRA SINGH: Many Anganwadi workers and helpers have been working for 40-45 years in projects relating to women and children. In COVID pandemic, they are working day and night for the people. In fact they are COVID warriors. But, unfortunately, the remuneration of an Anganwadi worker is only Rs.4,500. ASHA workers doing very hard work are getting Rs.2,500 per month as remuneration. So, the Government should raise the remuneration for an Anganwadi worker and give Rs.15,000 per month and an ASHA worker may be given Rs.10,000 per month. Also, a special package may be announced for them.

(Several hon'ble Members associated.)

6. Need to Establish Institutes for Research on the Works of Poet Shri Ramdhari Singh Dinkar

SHRI BHUPENDER YADAV: We celebrate the birth anniversary of Ramdhari Singh "Dinkar" Ji on 23 September. Born in Simaria in Begusarai district of Bihar, Ramdhari Singh "Dinkar" Ji pursued his BA from Patna University. He held a government job for some time, but left the job without delay after hearing patriotic poet Shri Makhanlal Chaturvedi's views on nationality at a function in Muzaffarpur. His works were first published in the magazine "Prakash". "Dinkar" Ji was considered a poet of duality. After independence he was elected to Rajya Sabha from Congress. His way of expressing his views in Parliament was very good and there was a big debate between Lohiaji and him. On this, "Dinkar" Ji wrote a poem. Dinkar ji wrote both prose and verse with equal authority. He was awarded with Sahitya and prestigious Jnanpith Award. He was awarded the Padma Bhushan by the Government of India. I request that the Library of the Indian Parliament is the largest library in the country. Dinkar ji is a great poet of Indian language and has also been a parliamentarian and a staunch nationalist. On September 23, on behalf of the Parliamentary Library, we establish a chair in the name

of Dinkar Ji and organize a programme to encourage MPs who write in Indian language.

(Several hon'ble Members associated.)

7. Need to Provide Special Financial and Other Assistance to State of Karnataka affected by Heavy Floods

SHRI K.C. RAMAMURTHY: It appears that the rain god is showing his fury over Karnataka during the last three consecutive years causing enormous damage to the crops and infrastructure and very heavy loss to life and property. Floods have damaged crops in an area of more than four lakh hectares. As many as 21 districts have been affected due to heavy rains, floods and landslides. The Government of Karnataka has proactively taken steps starting from village level through Gram Panchayat Disaster Management plan. In view of the above, I request the Government to commission a special project to study and establish integrated flood forecasting and to take other measures to mitigate this crisis. I request the Government to provide special financial assistance and other assistance sought by the State.

(Dr. Amar Patnaik, Dr. Sasmit Patra, Shri Bhaskar Rao Nekkanti and Shri Iranna Kadadi associated.)

GOVERNMENT BILLS

1. The Foreign Contribution (Regulation) Amendment Bill, 2020

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI NITYANAND RAI): I move that the Bill further to amend the Foreign Contribution (Regulation) Act, 2010, as passed by Lok Sabha, be taken into consideration.

SHRI ARUN SINGH: Funds from abroad come in three ways - through ECB, FDI and FCRA. The funds received through FCRA go to non-governmental organizations. The FCRA Act is there to regulate it. There are thousands of NGOs across the country who

are registered with FCRA. Money received through FCRA is misused. The amendment to be done through this Bill is a very good step. The Bill also provides that after filling the KYC form, the account will be opened and registration will be done. Government servants can not join NGOs. There was no provision for closure of non-government organizations previously registered with FCRA. A provision has been made to close the non-government organization through this Bill. For this only the necessary process has to be completed. Only 20 percent of the contribution received can be spent on administrative expenses.

SHRI S.R. BALASUBRAMONIYAN: The Government instructs the NGOs, through this Bill, to ensure that the financial contribution received from foreign has to be used properly and judiciously. But, this law may not be used to target political opponents and religious minorities. The Government has to clarify that there would not be any bias in execution of the law. It makes Aadhaar a mandatory identification document for all the office bearers of an NGO or an association seeking foreign donations. An absolute transparency needs to be maintained as far as the NGOs receiving foreign contribution is concerned. The Government has limited the administrative expenses drawn from the foreign donations to 20 per cent as against the current 50 percent. It will adversely affect the effective functioning of NGOs and the purpose will not be achieved. Therefore, reducing the administrative expenses to 20 per cent at the moment seems to be unwarranted. The contribution to education and society by several religious minority educational Institutions through their trusts is highly commendable. The Bill allows that the foreign contribution bank accounts can be opened anywhere. It is a welcome step. The interests of genuine NGOs should be addressed and protected in an appropriate way.

SHRI PRASHANTA NANDA: The purpose of this Bill is to enhance transparency and accountability in the receipt and utilization of foreign contribution worth thousands of crore of rupees every year. The Bill provides that foreign contribution must be received only in an account designated by the Bank of FCRA Account. This amendment is proposed to ensure the proper utilization of the designated funds

from foreign contribution. No organization shall transfer such foreign contribution to any other organization. The policy impact would be beneficial to the country. Genuine NGOs should not be harassed by officials as the country may lose funds.

SHRI RAM CHANDRA PRASAD SINGH: I support this bill. This bill is very important and the steps taken to make it transparent in today's environment are very commendable. In this, it has become clear that those who will receive foreign contribution, first of all will have to open an account giving information about Aadhaar. It will be very convenient to monitor it. This is a very important step. When the amendment came in 2010, a provision of 50 percent was made in it. Now it is good that you will have to spend on the material, programme and the scheme for which you are getting the contribution. Since administrative expenditure has been reduced to only 20 percent, this is a very good amendment.

SHRI SWAPAN DASGUPTA: I am speaking in support of this FCRA Amendment Bill, When we look at the entire term 'NGO', we will realize that initially we used to have something called charity bodies. Then, it became philanthropic bodies. but in a lot of cases what has happened is that it has become politics by other means. Just merely putting a ceiling of 20 per cent on administrative expenses is only one step. The larger issue which has to be deliberated upon is that we need to establish a larger commission to monitor the working of the NGOs, a Bill can not do it. Hope the Government in future will appoint, and have some sort of a white paper so that accusation throughout the world that we are hounding out NGOs does not come in. I just don't understand why all the accounts have to be in the State Bank of India at Delhi. This is a very important and major step in trying to regulate and put some order into this sort of proxy politics which is being operated in our country.

SHRI KANAKAMEDALA RAVINDRA KUMAR:The principal Act is enacted with the objective to regulate the acceptance and utilisation of foreign contribution. Through this Amendment, the Government proposes to include public servant in the definition and prohibits receiving foreign contribution. Further, it makes mandatory for the persons to submit Aadhar document as identification document. It further makes maintaining FCRA account in any one of the branches of the State Bank of India at New Delhi. Viewing these institutions with suspicion will hamper various welfare activities that are being undertaken by these organisations. I urge upon the Central Government to act cautiously in this matter.

The hon'ble Minister, replying to the debate, said: Some members have also expressed little concern, supporting the bill. The FCRA is a national and internal security law. Its main objective is to ensure that foreign funds do not dominate India's public life or political and social discourse. The Prime Minister of India wants to keep India safe and strong in every way. Along with this, this amendment is proposed to take care that there is transparency in FCRA and its proper use. Non-governmental organizations should contribute honestly to meet the specific needs of the society. In the definition of public servant, earlier also a part of the public servant was also included in it, but some parts which were missing have been included in it now.

The term public servant defined under section 21 of the Indian Penal Code is proposed to be added to Section E (i) (c) of FCRA 2010. The second proposal is that it is proposed to prohibit the transfer of foreign contribution from one unit or from one NGO to another. Tracking was also very difficult and where did that money go in the end. Its government has been worried a lot about it. Chidambaram sahab's biggest concern was that when I reviewed the act, it was observed that organizations do not report foreign contributions. When this bill was introduced in 2010, the parties and the opposition passed the bill after a very positive discussion on it. This amendment is proposed as the same requirement is felt. At the

time when this discussion was taking place, many honorable members in the House had also proposed 50 percent.

Fifty percent of the expenditure amount is to be spent on administrative activities. I would like to clarify that reducing expenditure will not affect jobs, but will create more jobs. There are very good non-governmental organizations, which do good things in the favour of humanity. Many good results they have given in the interest of this country and countrymen. This amendment is in the interest of good NGOs. At present, there is no provision to freeze the bank account of any entity seeking advance permission from the Central Government for receiving foreign contribution. After a brief investigation, the Central Government will be able to freeze the bank accounts of such non-governmental organization, hence an amendment is proposed under Section 11 (2). It is proposed to add a new section 12 in the Act for the provision of obtaining the Aadhaar numbers of all the non-governmental organizations, chief functionaries, so that by bringing the Aadhaar card in it their identity will be established. The Supreme Court had said that whenever aadhaar card is required to establish such a unique identity, it can be enforced by bringing a law.

Such is the decision of the Hon'ble Supreme Court. In that light too, it is proposed and nowhere is it different from that order. Many times the investigation process could not be completed in 6 months, but a proposal is proposed to complete it in a period of about one year. What used to happen was that some organizations used to take money, work, but when they felt inefficient later they surrendered the money. The process of surrender under liberalization has been adopted by adding 14 (a) so that it can be surrendered in a simple method. Therefore, in any state, there is a provision for decision-making and monitoring under his home secretary. This amendment is proposed to enable the Central Government to conduct such investigations as it deems fit before the renewal of the registration certificate of the Association under Act 16. For this purpose, it is proposed that suitable investigation be done before renewal. There is

also an option to open a second FCRA account at a bank branch of your choice.

Swapan Dasgupta ji was expressing concern over this through a question, that Why S.B.I. only? It is because SBI is a government bank. Secondly, SBI Branches are the largest in different parts of the country and are everywhere. The way we open our account in the bank branch, the same process is in it. The main reason for this is that in order to keep the orderly account of money that comes here, the government should know about it, and that is why this arrangement has been made for it. The government will have the facility that the money can be tracked and monitored and there will be information about how it is being used. Such an arrangement has been brought to monitor it, so that transparency is maintained. This bill has been brought for this purpose. This is definitely a bill that brings transparency. It is neither against non-governmental organizations nor in favour of anyone. But the non-governmental organizations that operate with transparency and the purpose for which they receive foreign contributions should be traceable and to support the organizations working in the public interest with such service this amendment has been brought.

The motion for consideration of the Bill was adopted.

Clauses etc., were adopted.

The Bill, was passed.

2. The Bilateral Netting of Qualified Financial Contracts Bill, 2020

THE MINISTER OF FINANCE AND THE MINISTER OF CORPORATE AFFAIRS (SHRIMATI NIRMALA SITHARAMAN):I move that the Bill to ensure financial stability and promote competitiveness in Indian financial markets by providing enforceability of bilateral netting of qualified financial contracts and

for matters connected therewith or incidental thereto, as passed by Lok Sabha, be taken into consideration.

SHRI SURESH PRABHU: I support the Bill because it involves some very important provisions. The derivative market is probably twenty times larger than the real global economy. The global crisis hit through the banking system and the banking system was affected because of the derivatives market. It is necessary because it provides liquidity to the financial market system. So, while it is necessary that we should promote such financial products, derivatives in particular, at the same time, there is a need to have prudential oversight or regulation on it. Now, it is a very difficult regulation to make at any given point of time and to ensure both at the same time. If you just leave it as it is and leave it to the market forces, then it could lead to chaos and crisis as it happened in 2008. If you do not have a prudential way to regulate it, it can probably lead to some sort of a crisis again. There should be some margin that should be stipulated when you do OTC trade of this kind. Particularly, when the Government has embarked upon a very ambitious target of investing more than a trillion dollars into infrastructure and we are also expecting a good part of that to also come from the private sector, I would like to say that any investment of any kind from private sector, whether it is in infrastructure, manufacturing or services or even in agriculture, is always fraught with risk. So, if you want to cover the risk, you will have to come out with some derivative products. You have to cover the risk related to Forex markets particularly because of the global situation being so fragile, when we are entering an unknown territory in which we don't know the way in which the Forex market will behave. Therefore, we must find out ways of how transaction can help at a macro level for the economy as a whole, and also at the business level, wherein a businessman can also benefit. This is a regulation which brings into its ambit more or less all the regulators of the financial services sector, whether it is banks, through the Reserve Bank of India or the insurance companies through the IRDA. But at the same time if these are not properly brought under some sort of vigilance or monitoring, then it can actually lead to a

problem. This is the Bill which actually deals with qualified financial contracts. It says somewhere as to which qualified financial contracts will be governed by this Bill. There is a need to promote a very dynamic and forward-looking bond market in India. We need a primary as well as secondary bond market in India. We need to promote debt instruments in a very significant way for financing the growing need of infrastructure. The Prime Minister is embarking upon a very ambitious target of five trillion dollar economy. We need investment in infrastructure and, in that case, a dynamic bond market will be necessary. We should try to work in a way that will lead to a dynamic financial services market in India, which, in turn, will make our economy grow faster and will create more jobs. This Bill has the potential to make the financial services grow at a much faster pace.

SHRI A. VIJAYAKUMAR: The Bill seeks to provide a legal framework for bilateral netting of qualified financial contracts which are over the counter derivatives contracts. The Bill allows for enforcement of netting for qualified financial contracts. The Bill provides that netting of QFCs is enforceable if the contract has a netting agreement. I request that the Central Government may, by notification, amend the list of authorities and Acts which regulate entities that are party to a QFC. I support this Bill.

SHRI SUJEET KUMAR: This is a welcome step towards implementing the much-needed financial reforms in our country. Netting is a very common practice in advanced economies. But, as of now, bilateral netting of financial contracts is not allowed in India. And this has had a huge negative impact on banks and financial market transactions. Establishing this legal framework will bring huge liquidity and also much-needed innovation in the financial market. It will also reduce credit risk and regulatory capital burden of banks and free up capital. I wholeheartedly support and welcome this Bill.

SHRI KANAKAMEDALA RAVINDRA KUMAR: It is expected that once the Bill becomes an Act, the process of dispute settlement will become very smooth. A law on bilateral netting of financial transactions would further develop financial market in India.

It is learnt that such legal framework exists in around fifty countries. It has also been informed that the estimated savings will be around Rs.46,000 crore annually once this comes into effect. In view of this, I support the Bill.

SHRI MAHESH PODDAR: Bilateral netting is a standard practice in financial systems of developed economies around the world. This new law is a significant step towards enlisting financial system's potential to expand. If there is netting facility, the requirement for margin will come down heavily and this fund can be better utilized by the respective parties. This will be helpful to them. But then, the QFC mechanism has to be in place. There are two major benefits from this. Net offsetting would significantly improve the possibilities for efficient and cost-effective bargaining. By facilitating growth on all these fronts, the Bill in question creates grounds for a wholesale expansion of India's financial market. Keeping in view the fact that we want to become a five trillion dollar economy, we will have to strengthen our financial market. And these are the mechanisms which are needed to be there so that we can take it forward.

The hon'ble Member, replying to the debate, said: I thank all the Members who have spoken today on this issue of bilateral netting. The Government is bringing a Bill on bilateral netting of qualified financial contractors. This is absolutely critical for financial stability in this country. So, many Members have spoken on what exactly this Bill is bringing in. I would like to repeat some of the fundamental points related to this Bill. This Bill actually brings in a firm legal basis for bilateral netting between two counter parties. The Clearing Corporation of India acts as a buyer to a seller and as a seller to a buyer thereby minimizing counter party default risks. Multilateral financial contracts have a system and a legal framework available. It is just the bilateral ones which do not have any legal firm basis. It is also estimated that about 40 per cent of the total derivative transactions in India are non-centrally cleared and the rest 60 per cent are centrally cleared. In other words, the share of multilateral derivative contracts in total financial contracts is about 60 per cent and bilateral ones are

40 per cent. In the global financial crisis of 2008 there was no COVID but it shook the entire world. Even India suffered under it and it raised a lot of questions on the role which has been played by the OTC derivatives in accentuating the crisis. The G-20 countries also called for an international standard setting bodies to reform this entire derivative markets. Considering all this, the RBI in India on 1st September, 2016 came up after due consultation with a draft regulation which was then named as Variation Margin RBI Direction, which was a draft document put out by the RBI. Consultations were held but, unfortunately, it couldn't see the light of the day because there was no legislative backing available. We are discussing on the legislative backing. If it is passed, that legislative backing can be provided. It can help us to save quite a few amounts of money. In case the Act was available earlier huge amount of money would have been available with the banks for onward lending. This particular legislation is very necessary for the stability of the financial market. The benefits that the country will derive from this exercise is that the financial sector would be greater resilient for this particular Act. It will reduce the price of derivative products on account of optimal utilization of all the capital which will be available and enable banks to increase credit limits. Corporate bond markets will be greatly energized. Business exits also will be better. This legislation will help us in actual risk assessment. It is a milestone legislation. The Bill covers financial contracts which are entered into on a bilateral basis which is outside of the clearing system. It will empower financial regulators mentioned in the Schedule-I of this Act. Contracts like cross currency or interest rate swaps or commodity swaps and many more are going to be covered under the Bill. Credit derivatives, commodity derivatives are also going to be covered here. This Bill will have a very big bearing on the financial stability of India. We will have a buoyant bond market as a result of which businesses will have greater, affordable resources. I urge that this House passes this Bill.

The motion for consideration of the Bill was adopted.

Clauses etc., were adopted.

The Bill, was passed.

#3. THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

#4. THE INDUSTRIAL RELATIONS CODE, 2020

#5. THE CODE ON SOCIAL SECURITY, 2020

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR), moving the motions for consideration of the Bills, said: Our Government started integrating all Labour Laws into four Labour Codes in the year 2014. 29 Labour Laws have been included in four Labour Codes. The Codes on Wages has already been unanimously passed by both Houses of Parliament in August 2019. By this Code, the Government for the first time gave the legal right to all the fifty crore workers to get minimum wages and timely payment. The other three Labour Codes are being brought in this sequence. Here, 13 Labour Laws have been included in the Occupational Safety, Health and Working Code, 2020, 3 Labour Laws in the Industrial Relations Code, 2020 and 9 Labour Laws in the Social Security Code, 2020. The dream of an overall labour reform is being realized through these labour codes. The Occupational Safety, Health and Working Code, 2020 provides for safe working environment and labour welfare for labourers. The Industrial Relations Code, 2020 is ensuring an effective dispute resolution mechanism for workers. The purpose of this Code is to provide an effective and time bound dispute resolution system in every industrial institution, even if a single worker is working in it. In the Social Security Code, 2020, provisions have been made to bring workers of organized and unorganized sector into the ambit of comprehensive social security. The Code includes provisions relating to gratuity and social security funds for labourers in the unorganized sector. Through these three Labour Codes, a co-ordination has been established among the rights and needs of

Discussed Together.

workers, industry and other related parties. This will prove an important and historic step for the interests and welfare of labourers and workers.

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***Supplement covering rest of the proceedings is being issued separately.