

WRAP Exams · wrapexams.com

Prelims PYQ, Mains model answers, and copy evaluation. Write to the desk for this paper, a doubt, or the AI waitlist.

ask@wrapexams.com · +91 85951 84903 · wrapexams.com

Q11

Discuss the merits and demerits of the four Labour Codes' in the context of labor market reforms in India. What has been the progress so far in this regard?

UPSC Civil Services Mains 2024 · GS III · 15 marks · Indian Economy

Indian Economy and issues relating to planning, mobilization of resources, growth, development and employment.

Facts & figures for this PYQ only.

Numbers move. Confirm the latest Budget, Economic Survey or census round. This sheet is for revision, not a substitute for the model answer.

<https://wrapexams.com/upsc/mains-answers/gs-3/2024/discuss-the-merits-and-demerits-of-the-four-labour-code-s-in-the-context-of-labor-market-reforms-in-india-what-has-been-the-progress-so-far-in-this-regard/>

Code on Wages, 2019

First of the four; unifies minimum wages, payment of wages, bonus and equal remuneration.

Industrial Relations Code, 2020

Merges trade unions, standing orders and industrial disputes; includes strike-notice and threshold changes.

Social Security Code, 2020

Umbrella for EPF, ESIC, gratuity, maternity and a chapter on gig and platform workers.

OSH Code, 2020

Consolidates factory, mine, dock, contract labour and related safety and working-condition laws.

Concurrent list

Labour is mainly concurrent, so State rules are required before a uniform national switch-on.

Fixed-term employment

Allowed with pro-rata statutory benefits; unions fear it as a substitute for permanence.

WRAP Exams · Write. Read. Analyse. Practice. · <https://wrapexams.com/upsc/mains-answers/gs-3/2024/discuss-the-merits-and-demerits-of-the-four-labour-codes-in-the-context-of-labor-market-reforms-in-india-what-has-been-the-progress-so-far-in-this-regard/> · ask@wrapexams.com · wrapexams.com