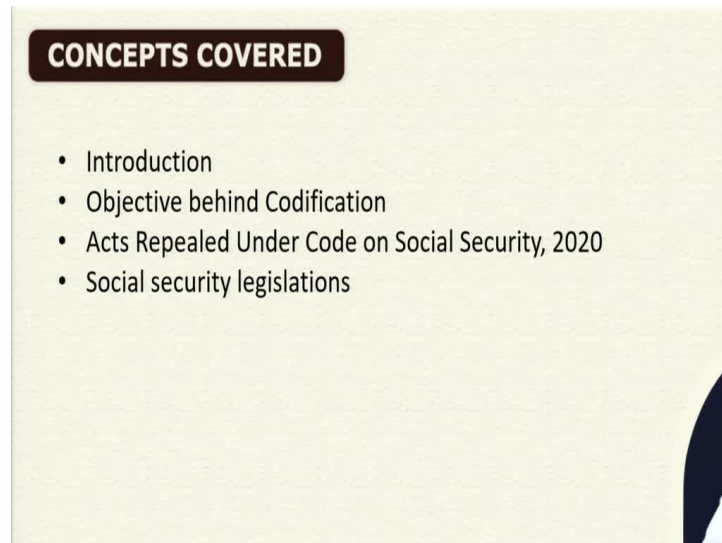


New Labour Codes of India
Professor K. D. Raju
Rajiv Gandhi School of Intellectual Property Law
Indian Institute of Technology Kharagpur
Lecture 31
Code on Social Security, 2020 –Introduction

Dear students, we are already covered 2 codes out of 4 codes. First, we covered the Industrial Relations Code, 2020. And secondly, we covered the Wages Code 2019 and also we have a full week of lectures on the International Labour Organization. And now, we are going to discuss the third code which is the Code on Social Security 2020.

And today's class is specifically going to see the objective of this particular code and the legislation included in this particular code and what is the objective and what are the main provisions of this code which were replaced by the earlier legislation which we are going to discuss today.

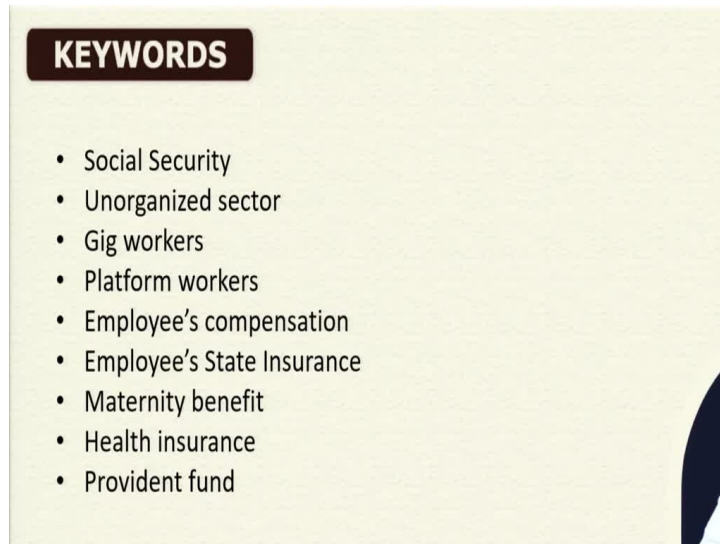
(Refer Slide Time: 1:16)



So, the codifications were done by the government under the social security code because the consolidation was pending for a long period of time probably from post-independent India. We have individual legislations to deal with these specific subjects and these 4 different codes are basically in the model of other countries or developed countries and towards doing more on ease of doing business.

At the same time, the government want these provisions to be elaborate and specific and to be covered by the whole working class of people in India.

(Refer Slide Time: 2:10)



So, we can see that the government has included a specific class of workers in the new code. The existing legislation is also included, the provisions are also included with more benefits and the driver is key. And also new people have included especially the unorganized class in the code on Social Security.

(Refer Slide Time: 2:42)

Introduction- Code on Social Security, 2020

- Labour Legislation has been proliferated over the years.
- **2nd National Commission on Labour Report (June, 2002)** recommended –
 - ☐ To **amalgamate the existing set of Labour Laws** into:
 - i. Industrial Relations
 - ii. Wages
 - iii. Social Security
 - iv. Safety
 - v. Welfare and Working Condition

So, we will see the highlights of this particular provision today, highlights of the particular social security code today. Here we can see that in many years the Social Security legislation is enacted in the post-independent time with specific needs. So, we talked about the Second National Commission on labour, which talked about actually they have talked about the 5 codes.

They have prescribed 5 codes. Industrial Relations Code, Wages Code, Social Security Code, there is Safety Code, Welfare and Working Conditions Code. So, the government has clubbed the last 2 codes into the Occupational Health and Safety Code and then the other 3 codes. So, we have all the existing labour laws that are amalgamated into 4 codes in the present system.

(Refer Slide Time: 3:47)

- As per 2002 Report and **deliberations made by tripartite meeting constituted of**
 - a) **Government;**
 - b) **Employers; and**
 - c) **Industry Representatives**
- 11th December, 2019 – The Code on Social Security, 2019 bill was introduced.
- It was introduced with an Objective to:
 - i. **Amalgamate;**
 - ii. **Simplify;**
 - iii. **Rationalise**

the relevant provisions of the existing 9 Labour Legislations

And also you can see that the specific recommendation of 2002 the labour committee, the commission has recommended for all tripartite bodies. So, the tripartite bodies with the participation of the government employees and industry representatives. So, we can see that the bill has been introduced and simplified, amalgamating and also rationalizing the repealing 9 labour legislations into the new code on Social Security.

(Refer Slide Time: 4:26)

- 24th December, 2019 – The Code on Social Security, 2019 was referred to the **Parliamentary Standing Committee on Labour**
- 31st July, 2020 – The Committee had submitted its Report with certain recommendations.
- Basing on **those recommendations, the fresh Bill on the Code on Social Security, 2020 was proposed**
- Finally, on **19th September, 2020 – the New Bill on Code on Social Security, 2020 was introduced in Lok Sabha** by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour and Employment
- After received the President assent, it is **enacted as "the Code on Social Security, 2020" dated on 28th September 2020**

So, here we can see that, so, it is initially, the code was referred to the Parliamentary Standing Committee on Labour and elaborate discussions were made. So, the committee come out with certain recommendations, and those recommendations were incorporated into the code

bill. And finally, the bill is in the shape, ready to be put forward in the Lok Sabha and it was presented and also the Act was passed with the assent of the president on 28, September 2020.

And we know that we discussed about because of the pandemic situation in the country, the notification of this code was late and I am very sure that the government is already proposing to notify this code very soon. Because of the pandemic all over the world, you are not able to work as the industry was, almost closed. So, this code once it is notified is going to be the law of the country.

(Refer Slide Time: 5:40)



So, we know that the objective of this particular code is the consolidation of various labour laws, specifically 9 labour laws into a single code and also focusing on the inclusion of specific purchases that were previously omitted from the legislation for the unorganized class. So, the unorganized class is always omitted by almost all the legislations earlier in the country and the other workers like the new class of workers like gig workers or platform workers. So, all these classes of workers are included in the new code.

(Refer Slide Time: 6:27)

Objective Behind Codification

- To **amend and consolidate the existing Labour Laws** relating to social security with wider perspective
- To **extend the social security benefits to all employees** and workers of **organized and un-organized sectors**

- To **extend the social security schemes** including Life Insurance, Disability Insurance, Health, Maternity Benefit, and Provident fund to:

- a) Self-employed workers;
- b) Home workers;
- c) Wage workers;
- d) Migrant workers;
- e) Gig Workers;
- f) Platform Workers;
- g) Workers engaged in Un-organized sector

So, very clearly saying that this code is to amend and consolidate the existing labour legislations relating to social security and extend to the whole of India. So, you can see that the new social security schemes are extended. So, whether it is life insurance, or it is disability insurance, health insurance, maternity benefit, or Provident Fund, which is made applicable to the self-employed class of workers.

And workers, those who are, home workers, wage workers, migrant workers have special provisions, gig workers and platform workers, which I already mentioned and specifically, the workers who have engaged in the unorganized sector. So, all these classes of workers, those who are not covered earlier are now covered under the new code.

(Refer Slide Time: 7:32)

- **Need for The Code on Social Security, 2020**
 - Dissatisfied with the existing set of labour laws relating to social security due to:
 - i. Multiplicity of definitions
 - ii. Multiplicity of authorities lead to compromising the basic concepts of welfare and benefits to workers
 - iii. Lack of transparency
 - iv. Lack of accountability in 9 repealed enactments

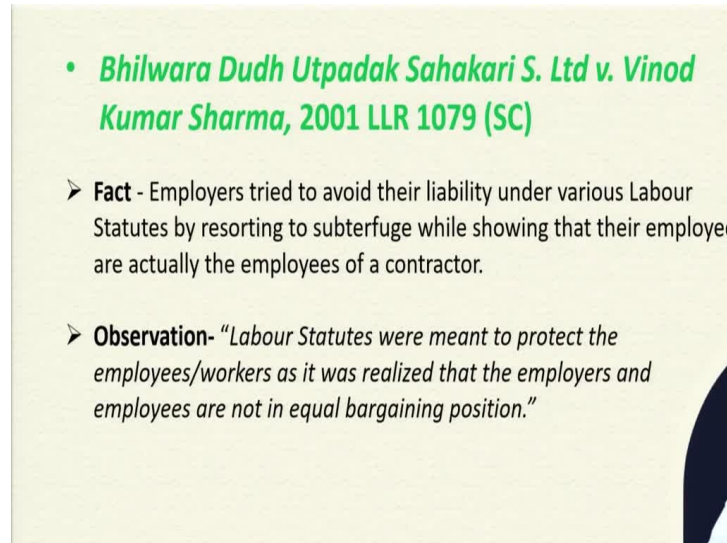
- **Significance of Code on Social Security, 2020**
 - Unorganized Workers will get benefits of Social Security funds
 - Definition of “employees” has been expanded to include more workers i.e., inter-state migrant workers, platform workers, gig workers, film industry workers, construction workers
 - Reduction in gratuity period
 - Labour legislation is otherwise known as “benevolent” or “beneficial legislation”
 - Provides protection to social schemes meant for all categories of workers, irrespective of their nature of work.

So, this is the consolidation of the code or repealing of the existing provisions is necessary, because of the multiplicity of different definitions and multiplicity of authorities which you are looking into specific aspects of workers and lack of transparency and lack of accountability of the government offices and various authorities.

Now, we can say that with the advent of technology, most of the operation of this particular court is online. So, specifically, we can see some of the provisions in the new code on Social Security 2020. So, there is a Social Security fund for the unorganized sectors. And the definition of employees has been, elaborated beyond the definition of workmen or workers and includes other categories of workers.

And they include workers, they include industry migrant workers, platform workers, gig workers, film industry workers, and construction workers, and a wider ambit is given to the definition of employees and also the gratuity period has been reduced. Also, you can see that the beneficial legislation is in favour of workers and the protection of social security schemes according to the nature of work is provided.

(Refer Slide Time: 9:28)



- **Bhilwara Dudh Utpadak Sahakari S. Ltd v. Vinod Kumar Sharma, 2001 LLR 1079 (SC)**
 - **Fact** - Employers tried to avoid their liability under various Labour Statutes by resorting to subterfuge while showing that their employees are actually the employees of a contractor.
 - **Observation**- *“Labour Statutes were meant to protect the employees/workers as it was realized that the employers and employees are not in equal bargaining position.”*

So, if we look into some of the important case law earlier also we can see that, so, for example, this Bhilwara Dudh Utpadak Sahakari limited versus Vinod Kumar Sharma, the Supreme Court said that here so, we know that in India, most of the employees try to avoid paying the social security contributions.

So, here is the liability of the employer to follow the labour legislation. so the employee's liability here, over here you can see that the employees employing so, usually, the employees working will be shown as contractual workers, so that they can avoid, the benefits so, they can pay less to the contractor and avoid paying Social Security benefits to the employees.

So, the court said that the objective of the labour statutes was meant to protect the employees, and workers, as it was realized that the employers and employees are not in an equal bargaining position. So, these are labour welfare provisions or these are Social Security legislations. So, these are welfare positions or welfare legislations in favour of workers.

So, because, the inherent presumption is that, the bargaining power of employer and employees are not on equal footing. So, that is why labour legislation is required, Social Security legislation is required.

(Refer Slide Time: 11:09)

- **Workmen of Binny Ltd v. Management of Binny Ltd, AIR 1986 SC 509**
- **Fact** – 5 undertaking companies got amalgamated with another company, under the amalgamation scheme, sanctioned by the High Courts:-
 - To provide for preparation of a separate profit and loss account for the year of amalgamation; and
 - To safeguard the interest of workmen of a particular company and in particular their rights under the Payment of Bonus Act and the Industrial Dispute Act

- **Workmen of Binny Ltd v. Management of Binny Ltd, AIR 1986 SC 509**
- **Fact** – The new company took refuge u/s. 3 of the Payment of Bonus Act and refused to pay higher bonus, according to profit and loss account because balance sheet has not been prepared.
- **Observation-** *“A welfare legislation, especially involving labour, should be liberally construed in favour of weak section.”*

So, if you look into another case, the workmen of Binny Limited versus management of Binny Limited in 1986 Supreme Court here you can see that see amalgamation, of companies, and then the high courts, the amalgamation of the Companies Act. So, here the court says, preparation of a separate profit and loss account for the year of amalgamation. So, the protection of the interest of workmen of a particular company and particular their rights under the Payment of Bonus Act and the Industrial Dispute Act.

So, earlier we talked about the ILO convention what is the process in case of insolvency of the employer. So, the High Court also said the same thing, the interest of the workmen should be safeguarded there, payment of bonus should be safeguarded, and their wages should be safeguarded. So, the jurisprudence also is very clear that this legislation should be interpreted in favour of workers.

(Refer Slide Time: 12:17)

- **Salient Features of the Code on Social Security, 2020**
 - Applicable to all workers, working in organized or unorganized sectors;
 - Provides an establishments for **Employees' Provident Fund (EPF)** and **Employees' State Insurance Corporation (ESIC)** on voluntary basis **even if the number of employees in that establishment is less than the threshold**;
 - Comprehensively define **"employee"** in order to cover maximum number of employees and workers;

- **Salient Features of the Code on Social Security, 2020**
 - Define various **other categories of workers**, like "career centre", "aggregator", "gig worker", "platform worker", "wage ceiling", etc;
 - Provides **electronically registration process and cancellation of registration** to every establishment to which this Code applies;
 - Provides option of cancellation of registration to those establishments whose **business are about to closure**
 - Provides **administration of medical educational institutions and**

And also here, I think, so, we can see that, when we look into the salient features of the social security legislation, we can see that this is applicable to all workers working in organized as well as unorganized sectors and it is covered to the organized and unorganized sectors. So, the Employees State Insurance Corporation or Employee State Insurance Act, this is

everybody can be enrolled. So, the establishment is the present threshold now, there are present threshold levels are mentioned.

So, now, there is a voluntary scheme of joining in the 2 schemes which provide many benefits, we already said that the definition of employee has been widened and now, the maximum number of people whether it is a supervisory, managerial or in the category of workmen it is elaborately included many people in this definition of or comprehensively included the definition of employee and also we can see that the new inclusions or various categories.

So, and also we can see that the carrier centre and also the new category of workers like aggregator, gig workers, platform workers, and wage ceiling. So, all these are clearly defined and I already said that now, in all registration processes, there is going to be a database of workers under different schemes online. So, electronic registration, so, that the information cannot be hidden from the government.

So, now the electronic registration process or cancellation of the registration process of establishments is taking place and also the registration of workers also is going to be electronically done. So, the government have issued identity cards to the workers based on their registration and also the business establishments to electronically restate their cancellation also to be done electronically.

So, the minimum criteria have to be complied with for the closure of establishments and also the training institutes, we can see that they provide especially the ESI, the Employee State Insurance Corporation, which administers the number of hospitals and also the medical education institutions. So, separate provisions are provided for that as well.

(Refer Slide Time: 15:26)



Here the central government is already running different schemes and also they are empowered to run beneficial schemes for the unorganized sector, gig workers and platform workers. So, it is as we saw that the pandemic time the pandemic was declared under the National Disaster Management Act. So, the workers are a single class which is mostly affected.

So, most of the employment places or factories or establishments were closed for more than one year. So, there will be the question as most of the workers were not working and the establishment was closed, whether the contribution should be paid or not to be paid. So, the contributions are paid by the state or it is differed by the central government or is paid by the central government under different schemes and now, new schemes such as fixed-term employment, so, this is the order of the day.

So, we cannot escape from the need of the hour, that is why the new code has introduced fixture term employments and also we can see that, so, in the case of certain provisions with regard to gratuity. So, the earlier minimum 5 years of services were required for paying gratuity and now, that particular provision is also liberalized in certain cases.

(Refer Slide Time: 17:20)



So, if we look into the number of legislations, there are 9 legislations, 9 legislations were repealed and incorporated into the new Social Security Code. These 9 legislations were the first the Employee Provident Fund and Miscellaneous Provisions Act of 1952. The Employee State Insurance Act 1948, Employee's Compensation Act 1923. The Employment Exchanges Compulsory Notification of Vacancies Act 1959.

The Maternity Benefit Act 1961, and the Payment of Gratuity Act 1972. The Sydney Workers Welfare Fund Act of 1981, and the Building and Other Construction Workers Welfare Cess Act of 1996. And the last one was passed for the welfare of the unorganized workers, the Unorganized Workers Social Security Act of 2008. So, these 9 legislations were repealed and incorporated into similar provisions from the old Act into the new code.

(Refer Slide Time: 18:40)

- **The Employee's Provident Fund and Miscellaneous Provisions Act, 1952**

Objective – To provide compulsory contributory fund to an employee after his retirement or to his legal heirs, in case of employee's early death

Coverage – Applicable to those

- establishments **having 20 or more employees** and which is a factory engaged in any **industry mentioned in the Schedule**
- In case **not mentioned in the Schedule**, establishments **having 20 or more employees**, notified by the Central government.
- Eligible employees – **drawing upto Rs. 65.000/pm**

So, we will just read what was the objective of this provision of these 9 legislations was. So, the Employees Provident Fund, most people were aware of these employees' provident fund. So, this particular Act provides for compulsory contribution and it is a fund by the employer and employee contributions and the retirement or in the case of the eventualities legal heirs. So, in the case of the early death of the employee, so, his legal heirs get certain benefits. So, this appears first applicable to where 20 or more employees are.

So, it was an establishment or a factory or industry mentioned in the schedule which means, there is an industry which is mentioned under the schedule by the central government as well as the state governments. So, the establishments and then employees get a certain salary cap. And now, we know that mostly the government has introduced. I think in most places the government has introduced a new pension scheme for the higher level of people who are getting salaries.

So, still, it is returned to the scheme which gets the highest paid interest in the country from the post independencies scheme in the Provident Fund, because it includes the employer contribution and employee contribution. So, it is with an objective of the welfare measure with the worker gets a payment after his superannuation or even between other benefits in between the services as well.

(Refer Slide Time: 20:45)

- **The Employee's State Insurance Act, 1948**

Objective – To **secure financial relief** in case of-

- **Sickness**
- **Maternity**
- **Disablement**
- **Providing medical benefits to employees of factories/establishments, along with dependants**

Coverage – Applicable to –

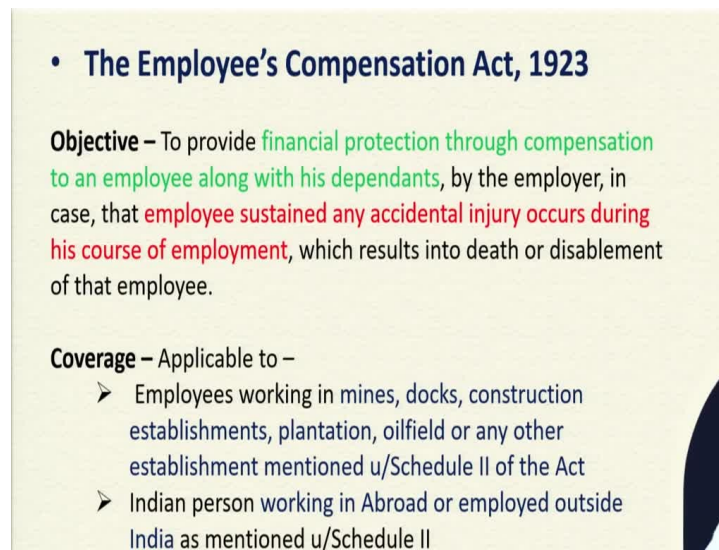
- All Factories/ Industries defined u/s. 10 of the Act
- Any other Establishment **having 10 or more employees**
- Beneficiary's **monthly wage** shall **not exceed Rs. 21,000/-**

And one of the largest organizations dealing with hospitals and patients, the workers are the Employees State Insurance Corporation under the employee State Insurance Act of 1948. So, here, it provides not only medical benefits, it provides other benefits in case of sickness in case of maternity, in case of disablement and also providing medical benefits. So, most importantly, they provide medical benefits to the workers.

And this is also applicable to certain establishments where there are 10 or more employees and the monthly wages are up to 21,000 rupees. So, if you calculate now, in many of the states, the main drawback of the ceiling is that in many of the states, the minimum wages are above these 21,000, when we calculate the minimum wages, they cross over this 21,000. I am very sure that the government is going to increase this minimum wage as well.

So, the ceiling to the extent of minimum wages or the new floor wage is going to be introduced by the central government under the new codes. So, then the ceilings are going to be increased.

(Refer Slide Time: 22:13)



• **The Employee's Compensation Act, 1923**

Objective – To provide financial protection through compensation to an employee along with his dependants, by the employer, in case, that employee sustained any accidental injury occurs during his course of employment, which results into death or disablement of that employee.

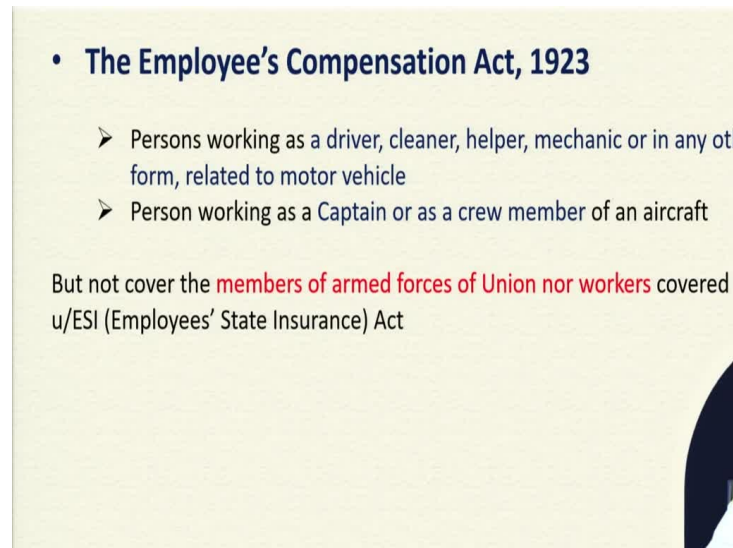
Coverage – Applicable to –

- Employees working in mines, docks, construction establishments, plantation, oilfield or any other establishment mentioned u/Schedule II of the Act
- Indian person working in Abroad or employed outside India as mentioned u/Schedule II

So, when we look into the Employees Compensation Act, this is the one Act which we have already mentioned about this British Time Act, it is providing financial protection through compensation if an employee or his dependents, so, in case of an accident in case of injury during the course of employment. So, if any kind of accident happens during the course of his employment that results in death or disablement, then the employee or legal heirs get certain benefits.

And also, you can say that this applies to most of the areas like mines or docks or construction establishments, plantations, and oil fields, so, it is mostly all areas covered under the Workmen's Compensation Act or the Employees Compensation Act. So, people also, work in certain establishments outside India also which is covered under this particular legislation.

(Refer Slide Time: 23:24)



And also you can see that the people who are working with a salary cap or the lower level like car drivers, cleaners, helpers, mechanics, and anything which is related to the vehicles and also the persons working as captains or crew members of the aircraft and the only exception which is mentioned are members of the armed forces of the Union.

So, they are not covered under the ESA Act those who are so already covered and rather provisions, other specific schemes are not covered under these. For example, if somebody is already covered under the Employee State Insurance Act, they are not covered under the Workmen Compensation Act, so the people can only avail of these benefits under only one legislation.

(Refer Slide Time: 24:20)

- **The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959**

Objective – To provide compulsory vacancies to the Employment Exchange and to submit the employment returns by the Employer.

Coverage – Applies to all PSU establishments and Private Sector Establishments, having 25 or more workers employed.

Not Applicable to –

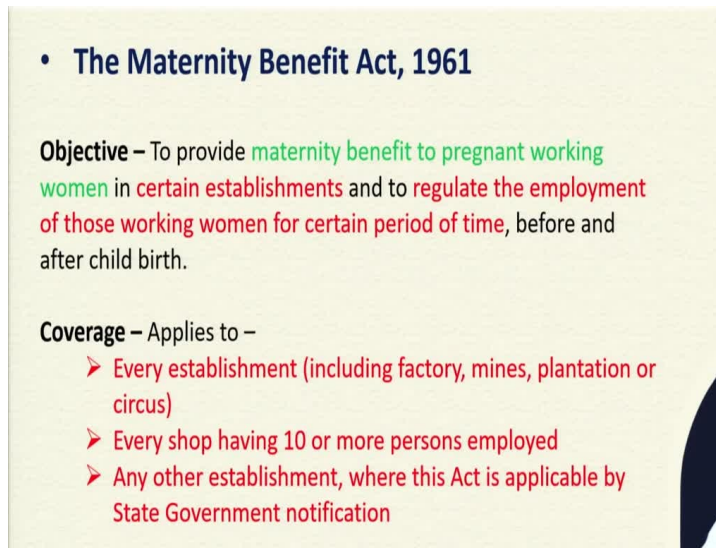
- In Agricultural sector
- Domestic service
- Unskilled Office Work
- Employment connected with the Staff of Parliament
- Total duration of vacancy is less than 3 months

And another Act is the Employment Exchanges Compulsory Notification of Vacancies Act 1959. So, the objective of this Act is the compulsory notification of vacancies to the employment exchanges and also the submission of rebates. And this applies to all public sector units and private sector establishments having 25 or more workers.

But again, it is the question is whether the private sector is properly informing their vacancies to these employment exchanges. So, it depends upon the implementation level there are problems and it does not apply to the agriculture sectors, domestic service, unskilled office work and employment connected with the staff of Parliament and so, the duration of vacancy is still less than 3 months.

Now, we know that even the contractual workers made 89 days work because of this provision and they are continually they are employed 89 days and after it may say again there will be a renewal probably due to this particular provision. So, the compulsory even though the name is compulsory notification, so, to what extent it is compulsory is again questionable. So, these anomalies may be cleared in the new court.

(Refer Slide Time: 26:00)



- **The Maternity Benefit Act, 1961**

Objective – To provide maternity benefit to pregnant working women in certain establishments and to regulate the employment of those working women for certain period of time, before and after child birth.

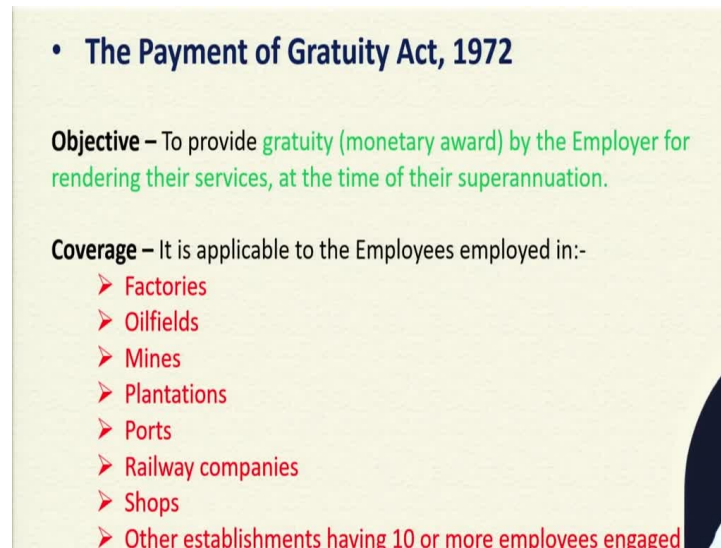
Coverage – Applies to –

- Every establishment (including factory, mines, plantation or circus)
- Every shop having 10 or more persons employed
- Any other establishment, where this Act is applicable by State Government notification

And one of the most important social legislations we discussed is the welfare of women workers the Maternity Benefit Act of 1964. So, the objective of this particular Act is to provide maternity benefits to the pregnant working woman in again certain establishments and also the regulation of employment, it is not only providing benefits, but also it is regulating the employment of working women for a certain period of time and before and after childbirth, and this is in accordance with the international standards.

So, this applies to all the fields, factories, mines, plantations, etc and every shop. So, there is another Act which is special legislation known as Shops and Establishment Act, but people who are working in the shops are also covered under the Maternity Benefit Act you can say that any other establishment notified by the State governments from time to time the maternity benefit is applicable.

(Refer Slide Time: 27:06)



• **The Payment of Gratuity Act, 1972**

Objective – To provide gratuity (monetary award) by the Employer for rendering their services, at the time of their superannuation.

Coverage – It is applicable to the Employees employed in:-

- Factories
- Oilfields
- Mines
- Plantations
- Ports
- Railway companies
- Shops
- Other establishments having 10 or more employees engaged

So, regarding payment of gratuity, we said that the gratuity is thanksgiving to the worker. So, providing gratuity or monetary award by the employer for all service goods services, rendering for a particular period of time or duties paid during superannuation.

So, this is applicable to all almost now all establishments including factories, oil fields, mines, plantations, ports, railways, shops, and other establishments having 10 or more employees engaged. So, the applicability of the payment of gratuity to teachers also will discuss when we discuss the provisions of the Act and what the Supreme Court said on whether it is applicable to teachers or not.

(Refer Slide Time: 28:03)

- **The Cine – Workers Welfare Fund Act, 1981**

Objective – To provide levy and collect cess on feature films for providing financial support to promote the welfare of certain cine – workers or for any other purposes connected with such welfare activities.

Coverage - Applicable to –

- Every feature film

And coming to the Cine workers. So, Cine workers are a specific class of workers and the Cine workers welfare fund Act was conceived in 1981. And this Act was to provide a levy cess for all feature films and provide financial support to the welfare of the Cine workers, certain Cine workers.

And here we can see that every producer or every company who are producing feature films have to pay this particular cess and which will be used for the Cine workers and to the Cine workers fund and this will be dispersed to the Cine workers in certain cases.

(Refer Slide Time: 28:49)

- **The Building and Other Construction Workers' Welfare Cess Act, 1996**

Objective – To regulate the condition of service and employment of BOCW (Building and Other Construction) workers, by ensuring their safety, health and welfare or other related matters, connected or incidental to their employment

Coverage - Applicable to –

- Every establishment, which employs or employed 10 or more BOCW workers in any building or other construction work in any day of the preceding 12 months.

And the Building and Other Construction Workers Welfare Cess Act of 1996 is mandatory in most of the states in India to pay the cess during any construction work. And construction welfare fund will be constituted under this particular Act for the welfare of construction workers. So, here it says that the employment of building and other construction workers.

So their safety, health, welfare and related matters, this particular Act was mentioned and I would say most importantly, the construction workers' welfare fund is constituted by many states under this particular Act, which provides many benefits to the construction workers. So, this we will see elaborately when we look into the specific provisions in the code.

(Refer Slide Time: 29:46)



• **The Unorganized Workers Social Security Act, 2008**

Objective – To provide and ensure social security, welfare, and good well – being as well as to protect the Workers of Unorganized sector from several contingencies

Coverage - Applicable to unorganized workers and they are -

- Home – based worker
- Self – employed worker
- Wage worker in unorganized sector
- Worker in organized sector who is not covered by other Acts

I would say that the most important legislation, which was one of the last enacted was the unorganized workers. So, the unorganized workers' security, welfare and well-being are protected under this unorganized sector Social Security Act of 2008 and some categories of workers were included under the unorganized sector at that point of time, for example, the home workers and those who are the self-employed people.

Self-employed workers and other wage workers in the unorganized sector and any other workers who are not covered under the ordinary sector are included in the unorganized workers Social Security Act of 2008 and elaborate provisions are included in the social security code with regard to this.

(Refer Slide Time: 30:47)

CONCLUSIONS

- The objective is to consolidate various social security legislations, which ease the compliance of social security benefits to all categories of workers.
- The Code on Social Security, 2020 doesn't provide any new social security scheme; rather, it improves the scattered schemes of repealed 9 Labour Statutes into uniform application of those schemes

REFERENCES

- E-Book of The Code on Social Security, 2020, available at <https://labour.gov.in/ebook/SS/index.html>
- The Code on Social Security, 2020
- Booklet- New Labour Code for New India, available at <https://labour.gov.in/sites/default/files/Labour Code Eng.pdf>

So, we are going to discuss the elaborate provisions of all these 9 legislations in the coming days. So, the objective of the social security code is to repeal and also to consolidate the various provisions on social security benefits for all categories of workers in India.

And also you can see that the social security schemes scattered over many legislations are now put under a single code, there is the Social Security Code of 2020. So, in the next class onwards and we will discuss the specific topics and specific social security legislation provisions from the next class. Thank you.