

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

RAJYA SABHA

**STARRED QUESTION NO. 247
TO BE ANSWERED ON 11.08.2021**

**SOCIAL SECURITY PROVISIONS FOR FILM AND TELEVISION
INDUSTRY WORKERS**

247. SMT. ROOPA GANGULY:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether there is any provision for the social security including pensions and Provident Fund (PF) for the people in film and television industry;**
- (b) if so, the details thereof and if not, the reasons therefor; and**
- (c) what actions have been taken by Government to secure the livelihood of junior artists in the film industry, the details thereof?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (c): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (c) OF RAJYA SABHA STARRED QUESTION NO. 247 TO BE ANSWERED ON 11.08.2021 BY SMT. ROOPA GANGULY REGARDING SOCIAL SECURITY PROVISIONS FOR FILM AND TELEVISION INDUSTRY WORKERS.

(a) & (b): Yes, Sir. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (the Act) provides social security benefits i.e., provident fund, pension and insurance under three schemes, namely the Employees' Provident Fund (EPF) Scheme, 1952, the Employees' Pension Scheme, 1995 and the Employees' Deposit Linked Insurance Scheme, 1976 framed under the Act. The Act was applied on establishments pertaining to film industry i.e. (i) cinemas including preview theaters; (ii) film studios; (iii) film production concerns; (iv) distribution concerns dealing with exposed films; and (v) film processing laboratories with effect from 31.07.1961. Further, with effect from 02.12.2007, the provisions of the Act were applied on "Electronic media companies in private sector" under which the Television industry is covered. Paragraph 81 inserted in the EPF Scheme, 1952 as a special provision which governs the social security benefits of the schemes framed under the Act to the cine-workers as under the Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981.

(c): The Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) (the Code) after passing by the Parliament has been notified on 29.09.2020, which has expanded the scope and coverage. The Code has now introduced a new definition called "audio-visual worker" which means a person, who is employed, directly or through any contractor, in or in connection with the audio-visual production to work as artist including actor, musician, singer, anchor, news reader, dancer, dubbing artist or stunt person or to do any work, skilled, unskilled, manual, supervisory, technical, artistic or otherwise, and his remuneration with respect to such employment in or in connection with the production of audio-visual does not exceed, where remuneration is by way of monthly wages or where such remuneration is by way of lump sum, in each case, such amount as may be notified by the Central Government. Further, section 66 of the Code prohibits employment of audio-visual worker in or in connection with production of any audio-visual programme without an agreement which shall include - (i) nature of assignment; (ii) wages and other benefits (including provident fund, if covered under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952); (iii) health and working conditions; (iv) safety; (v) hours of work; (vi) welfare facilities.
