

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1063
TO BE ANSWERED ON 13.02.2025**

LABOUR LAWS AND REFORM

1063. SHRI BABUBHAI JESANGBHAI DESAI:

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

- (a) the key labour laws governing employment in the country and the manner in which they have been changed in the recent years;**
- (b) the impact of the recent labour law reforms, such as the Industrial Relations Code (2020) and Occupational Safety, Health and Working Conditions Code (2020), on labour rights in the country;**
- (c) the manner in which the country's labour laws balance the interests of workers and employers; and**
- (d) how effective the current labour laws are in protecting workers' rights, particularly in the gig economy and informal sector?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): Existing Central Labour laws are in place to protect the interests of both workers and employers. Further, keeping in view the emerging economic and industrial scenario, the Government has rationalised, simplified and amalgamated 29 existing Labour laws into four Labour Codes namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020. It reduces multiplicity of definitions & authorities, facilitates to use of technology in enforcement of labour laws, brings transparency & accountability in enforcement and promotes setting up of more enterprises which incentivize economic growth. Simultaneously, it strengthens the protection available to workers, including unorganized workers, in terms of statutory minimum wage, social security and healthcare of workers. Key features of the Labour Codes relating to protection of workers' right as well as their welfare are as under:-

Contd..2/-

- **A statutory right to all workers for minimum wages and timely payment of wages**
- **Safe and healthy working conditions for all workers**
- **Provision for annual health check-up and formalisation of employment by issuing appointment letters to all employees.**
- **Provision of Workers' Re-skilling Fund for reskilling of retrenched workers.**
- **Women are entitled to work in night, subject to their consent and safety**
- **Employees' State Insurance Corporation (ESIC) coverage on voluntary basis for establishments having less than 10 employees**
- **Benefits under ESIC can also be made applicable through notification to an establishment which carries on hazardous or life-threatening occupation in which even a single employee is employed.**
- **Extension of benefits to unorganised workers and to their family members through ESIC or Employees' Provident Fund Organisation (EPFO)**
- **Setting up of a Social Security Fund for formulating schemes for unorganised workers, etc.**

The gig worker and the platform worker have been defined for the first time in the Labour Code for the purpose of formulating schemes to provide social security benefits relating to life and disability cover, accident insurance, health and maternity benefits, old age protection etc. Social security scheme for the welfare of Gig worker and platform worker has also been announced in the Budget for the year 2025-26.

Further, Government of India runs various schemes under the existing labour laws for unorganized workers such as (i) Ayushman Bharat- Pradhan Mantri Jan Arogya Yojana (ABPMJAY), (ii) Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), (iii) Pradhan Mantri Suraksha Bima Yojana (PMSBY), (iv) Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM), (v) Labour Welfare Scheme and health care facilities for Beedi/Cine & Non-coal Mine Workers, (vi) Pradhan Mantri Awas Yojana – Rural (PMAY-R), (vii) Pradhan Mantri Awas Yojana – Urban (PMAY-U), (viii) Pradhan Mantri Kaushal Vikas Yojana etc. for providing social security to the workers.