

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1687  
TO BE ANSWERED ON 13.03.2025**

**VIOLATION OF LABOUR LAWS**

**1687. SHRI RYAGA KRISHNAIAH:**

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

- (a) the details of the existing central labour laws;**
- (b) the details of the status of implementation of the labour laws;**
- (c) whether Government is taking care of rights of labourers and their social security in the process;**
- (d) whether there has been many instances of misuse of existing labour laws by industries and business firms across the country; and**
- (e) if so, the details thereof?**

**ANSWER**

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

**(a) to (e): 'Labour' being a subject under the Concurrent List, the enforcement of labour laws is done by the State Governments and the Central Government in their respective jurisdictions. In the Central Sphere, the implementation of labour laws are done through various organizations of the Ministry viz., Office of Chief Labour Commissioner (Central), Employees Provident Fund Organization (EPFO), Employees State Insurance Corporation (ESIC), Directorate General of Mines Safety (DGMS), Directorate General Factory Advice Service and Labour Institutes (DGFASLI) etc.**

**At present, 33 Central Labour Acts are administered by the Ministry of Labour & Employment (Annexure). Out of these 33 Central Acts, 29 Central Acts at Sl.No.1-29, have been simplified & rationalized into 4 Labour Codes viz., 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.**

**Shram Suvudha Portal is one stop solution for registration, annual returns, issue and renewal of licences etc. Also, for prevention of violation of labour laws, ensuring safety and welfare of workers, inspections of industrial establishments are randomly assigned by Shram Suvudha Portal.**

**Further, Samadhan portal is an online platform to raise grievances, file industrial disputes and seek claim benefits under various labour laws.**

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**ANNEXURE REFERRED TO IN REPLY TO PARTS (a) TO (e) OF RAJYA SABHA UNSTARRED QUESTION NO.1687 FOR 13.03.2025 REGARDING 'VIOLATION OF LABOUR LAWS'.**

**List of existing 33 Central Acts administered by the Ministry of Labour & Employment**

1. The Payment of Wages Act, 1936
2. The Minimum Wages Act, 1948
3. The Payment of Bonus Act, 1965
4. The Equal Remuneration Act, 1976
5. The Factories Act, 1948
6. The Plantations Labour Act, 1951
7. The Mines Act, 1952
8. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
9. The Motor Transport Workers Act, 1961
10. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
11. The Contract Labour (Regulation and Abolition) Act, 1970.
12. The Sales Promotion Employees (Conditions of Service) Act, 1976
13. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
14. The Cine-workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
15. The Dock Workers (Safety, Health and Welfare) Act, 1986
16. The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
17. The Working Journalists (Fixation of Rates of Wages) Act, 1958.
18. The Trade Unions Act, 1926
19. The Industrial Employment (Standing Orders) Act, 1946.
20. The Industrial Disputes Act, 1947
21. The Employee's Compensation Act, 1923
22. The Maternity Benefit Act, 1961
23. The Payment of Gratuity Act, 1972
24. The Unorganized Workers' Social Security Act, 2008
25. The Cine-workers Welfare Fund Act, 1981.
26. The Building and Other Construction Workers' Welfare Cess Act, 1996
27. The Employees' State Insurance Act, 1948
28. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
29. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
30. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986
31. The Bonded Labour System (Abolition) Act, 1976
32. The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
33. The Provident Funds Act, 1925.

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