GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1372
TO BE ANSWERED ON 30.07.2026

WORKERS WELFARE IN FACTORIES AND ESTABLISHMENTS

1372. DR. JOHN BRITTAS:

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

(a)the number of permanent and contract/temporary workers employed in factories and other establishments, as per EPFO, ESIC and other available data, State-wise and year-wise for the last five years;
(b)the number of establishments that reported retrenchment, lay-offs, closures or lock-outs during the last three years, State-wise, with the number of workers affected;
(c)the sector-wise details of major retrenchments reported during the period and the reasons therefor; and
(d)the statutory and administrative mechanisms to safeguard the wages, social security, continuity of employment and service conditions of employees including contract and temporary workers?

ANSWER

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

(a): EPFO and ESIC do not classify members as permanent or contract/temporary workers in its database.

(b) & (c): "Labour" as a subject falls in the Concurrent List. Based on their respective jurisdiction as demarcated in the Industrial Relations Code, 2020, Central and State Governments take actions to address the issues of the workers and protect their interests. In the establishments that lie in the jurisdiction of Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining good industrial relations and protecting the interest of workers including in matters relating to termination, retrenchment or lay-off and its prevention. The data pertaining to the private sector are maintained by the respective State Governments.

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The Industrial Relations Code, 2020 contains various provisions to safeguard workers' rights and job security, including statutory safeguards in the form of mandatory notice period, retrenchment compensation and provision for retrenched workers to be given preference in re-employment are applicable for all retrenched workers. The Code also introduces Workers Re-skilling fund for training of retrenched workers for the first time with a view to providing financial support to retrenched workers to utilize that amount for his re-skilling. The Negotiating Unions/Negotiating Councils have been brought under the statutory provisions to strengthen collective bargaining.

Further, the industrial establishments having 300 or more workers are required to seek prior permission of the appropriate government for lay-off, retrenchment and closure.

(d): The provisions of the Code on Wages, 2019 which came into force on 21.11.2025 universalizes the applicability of minimum wages and timely payment of wages to all employees.

The Code on Social Security, 2020, which came into force on 21.11.2025, consolidates and simplifies the existing social security laws into a single framework and extends social security coverage to all workers.

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