

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

**UNSTARRED QUESTION NO. 1415
TO BE ANSWERED ON 05.03.2018**

LABOUR LAWS AND SOCIAL SECURITY OF LABOURERS

†1415. SHRI DILIPKUMAR MANSUKHLAL GANDHI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has taken several remedial measures related to labour laws and several policy measures related to social security of labourers during the last three years;**
- (b) if so, the details thereof;**
- (c) whether the State Government of Maharashtra has worked for providing desired assistance in the implementation of these policy measures to ensure proper livelihood of the labourers; and**
- (d) if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) & (b): The Ministry has taken a number of legislative as well as governance initiatives during the last 3 years for the protection of the interests of labourers. Some of the important initiatives are as follows:-

- Amendment to the Payment of Bonus Act, 1965 by which eligibility limit for payment of bonus enhanced from Rs 10000/- to Rs. 21000/- per month and the Calculation Ceiling from Rs. 3500/- to Rs. 7000/- or the minimum wages.**
- Payment of Wages (Amendment) Act, 2017 enabling payment of Wages to employees by Cash or Cheque or crediting it to their bank account.**

Contd..2/-

- **Child Labour (Prohibition and Regulation) Amendment Act, 2016 provides for complete ban on employment of children below 14 years in any occupation or process.**
- **Maternity Benefit Amendment Act, 2017, increases the paid maternity leave from 12 weeks to 26 weeks.**
- **The Employee Compensation (Amendment) Act, 2017 seeks to rationalize penalties and strengthen the rights of the workers under the Act.**
- **Shram Suvidha Portal, launched by the Government on 16.10.2014, operates a transparent risk based Online Labour Inspection Service for effective enforcement of Labour Laws.**

(c) & (d): “Labour” is a concurrent subject, therefor, the main responsibility for enforcement of the provisions of the various Labour Acts lies with the Central and the State Governments / Union Territories in relation to the establishments falling in the Central and State Sphere respectively. In cases, where the State Governments are “appropriate authorities”, the enforcement of the provisions of the Labour Acts is done by the officials of State Labour Departments. The State Governments, including Government of Maharashtra, in their respective jurisdiction implement various policy measures, including recent ones, as provided under various Labour Laws and rules made thereunder. Inspections are also done by the State Government to enforce the provisions of the various Labour Laws so as to ensure wage security, job security, social security and various other safety, health and welfare measures which facilitate proper livelihood for labourers.
