

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

LOK SABHA

**UNSTARRED QUESTION NO. 3009
TO BE ANSWERED ON 06.08.2018**

REVAMP OF LABOUR LAWS

†3009. SHRIMATI KAMLA DEVI PAATLE:

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

- (a) whether the Government has initiated any survey to review/scrutinize the existing labour laws and policies in the country during the last three years and the current year;**
- (b) if so, the details and the findings thereof;**
- (c) whether the Government is considering to amend the existing labour laws and if so, the details thereof;**
- (d) whether the Government has consulted various labour organizations and industrial organizations and all other stakeholders in this regard and if so, the details thereof; and**
- (e) the details of steps taken/being taken by the Government in the field of labour welfare in accordance to the international treaties and conventions?**

ANSWER

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

(a) to (c): Reforms in labour laws are an on-going process to update the legislative system to address the need of the hour so as to make them more effective, flexible and in sync with emerging economic and industrial scenario. Accordingly, in line with the recommendations of the Second National Commission on Labour , the Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security; and Occupation Safety, Health and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour

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Laws. Out of these, the Labour Code on Wages has been introduced in Lok Sabha on 10.08.2017 and subsequently, referred to the Parliamentary Standing Committee on Labour. The rest of the codes are at pre-legislative consultative stage.

(d): The process of Legislative reforms on Labour includes consultation with stakeholders including Central Trade Unions recognized by the Central Government (Ministry of Labour and Employment), Employers' Association and State Governments in the form of tripartite consultation. Suggestions/comments received during the tripartite consultations are taken into account/considered while finalizing the amendment in various Act/Rules.

(e): Conventions of International Labour Organization (ILO), on ratification create legally binding obligation for ratifying country. Ratification of a convention is a voluntary process. India ratifies a convention only when our national laws and practices are in full conformity with the Convention. The existing Labour Laws provides a number of welfare measures for workers which ensure wage security, job security, social security and various other safety, health and welfare measures.
