

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

LOK SABHA

**UNSTARRED QUESTION NO. 2242
TO BE ANSWERED ON 24.12.2018**

MERGING OF CENTRAL LABOUR LAWS

2242. SHRIMATI MAUSAM NOOR:

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

- (a) whether the Government has undertaken an initiative to merge about 40- odd central labour laws into four codes towards designing a unified structure with a view to improve ease of doing business while upholding workers rights;**
- (b) if so, the details and the status thereof;**
- (c) whether there are reports of the trade unions opposing the same;**
- (d) if so, the details thereof along with the reaction of the Government thereto;**
- (e) whether it is a fact that the proposed revised labour code does not cover over 85 per cent of the country's labour market who are employed either in small companies deploying 10 or less workers, or in the informal sector; and**
- (f) if so, the details thereof along with the details of measures undertaken to address the lacunae issue?**

ANSWER

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

(a) to (f): The Second National Commission on Labour has recommended that the existing Labour Laws should be broadly grouped into four or five Labour Codes on functional basis. Accordingly, the Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security and Welfare; and

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Occupation Safety, Health and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. Out of these, the Labour Code on Wages was introduced in Lok Sabha on 10.08.2017. The rest of the Codes are at pre-legislative stage. The proposed codification will make the existing labour laws in sync with the emerging economic scenario; reduce the complexity by providing uniform definitions and reduction in multiple authorities under various Acts and bring transparency and accountability in enforcement of labour laws. This in turn would lead to ease of compliance, catalyzing the setting up of manufacturing units, enhancing employment opportunities as well as its formalization along with ensuring safety, social security and welfare of workers.

The process of Legislative reforms on Labour includes consultation with stakeholders including Central Trade Unions, Employers' Association and State Governments in the form of tripartite consultation. Besides, the draft Labour Codes were also placed on website of the Ministry, seeking comments/suggestions from all stakeholders including general public. The draft legislations are finalised after considering comments/suggestions received from various stakeholders.
