

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 518
TO BE ANSWERED ON 24.07.2023**

FOUR LABOUR CODES

518. SHRI SUBBARAYAN K.:

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

- (a) whether the four labour codes enacted for amalgamating various labour laws have been implemented;**
- (b) if so, the details thereof and if not, the reasons therefor;**
- (c) whether after the implementation of these labour codes, it will take away almost 90 per cent of the existing workforce out of the purview of the labour legislations; and**
- (d) if so, the details thereof and the Government's reaction thereon?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) & (b): The Government has formulated four Labour Codes, namely, 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 and published these Codes in the Official Gazette for general information.

As a step towards implementation of the all four Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and a number of States/Union Territories (UTs) have pre-published the draft rules under 4 Labour Codes, inviting comments of all stakeholders.

(c) & (d): The Labour Codes strengthen the protection available to workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare of workers. The Code on Wages, 2019 has universalized statutory right for minimum wages and timely payment of wages to all workers to support sustainable growth and inclusive development. Besides, the Code on Social Security, 2020 aims to extend social security benefits to all workers

Contd..2/-

both in the organised and unorganised sectors. The provisions introduced in the Code on Social Security, 2020 to enhance coverage of social security are as follows:

i. The coverage of Employees' State Insurance Corporation (ESIC) has been extended pan-India as against notified districts/areas. Further, ESIC coverage on voluntary basis for establishments having less than 10 employees has been introduced. Further, benefits under ESIC can also be made applicable to an establishment which carries on hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed.

ii. The Code envisages a Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.

iii. The Central Government has been empowered to extend benefits to unorganized workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization.
