

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

LOK SABHA

**UNSTARRED QUESTION NO. 1227
TO BE ANSWERED ON 25.11.2019**

ENFORCEMENT OF LABOUR LAWS

1227. ADV. DEAN KURIAKOSE:

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

- (a) whether the Government has taken any initiatives for bringing transparency and accountability in the enforcement of labour laws;**
- (b) if so, the details thereof;**
- (c) whether the Government has taken any steps for codification of the existing Central Labour Laws into four codes;**
- (d) if so, the details thereof; and**
- (e) the details of major amendments proposed in “The Plantation Labour Act, 1951”?**

ANSWER

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

(a) & (b): “Shram Suvidha Portal, launched by the Government on 16.10.2014, brings transparency and accountability in enforcement of Labour Laws. It caters to four major Organisations under the Ministry of Labour & Employment, namely Office of Chief Labour Commissioner (Central), Directorate General of Mines Safety, Employees’ Provident Fund Organization and Employees’ State Insurance Corporation. The main features of the Portal are as follows:-

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- **Allotment of Unique Identity i.e. Labour Identification Number (LIN) for facilitating online inspection and compliance.**
- **Online Inspection System and Filing of Online Inspection Report.**
- **Common online Registration for Employees Provident Fund Organization (EPFO) and Employees State Insurance Corporation (ESIC), online registration under 3 Central Acts and licensing under 2 Central Acts.**
- **Online Filing of Self-Certified single Annual Return in Central sphere for 8 Central Labour Laws and 3 regulations under Mines Act, 1952.**

(c) to (e): The Ministry has taken steps for drafting four Labour Codes i.e. the Code on Wages, the Code on Industrial Relations, the Code on Occupational Safety, Health & Working Conditions and the Code on Social Security by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. Out of these 4 Labour Codes, the Code on Wages, 2019 has been notified on 8th August, 2019 in the Gazette of India. The Occupational Safety, Health and Working Conditions Code, 2019 was introduced in Lok Sabha on 23rd July, 2019 and subsequently, referred to the Parliamentary Standing Committee on Labour for examination. The Industrial Relations Code has been approved by the Cabinet & the Social Security Code is at pre-legislative stage.

The Occupational Safety, Health and Working Conditions (OSH) Code, 2019 was prepared by simplifying, amalgamating and rationalizing the relevant provisions of the 13 Central Labour Laws including the Plantations Labour Act, 1951. It addresses the issues related to safety, health and working conditions of workers employed in plantations, among others.