

**GOVERNMENT OF INDIA**  
**MINISTRY OF LABOUR AND EMPLOYMENT**  
**LOK SABHA**  
**UNSTARRED QUESTION NO. 147**  
**TO BE ANSWERED ON 18<sup>TH</sup> NOVEMBER, 2019**

**EMERGING EMPLOYMENT PATTERNS**

**147. SHRI KODIKUNNIL SURESH:**

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

- (a) whether the Government is informed through a study of Government data commissioned by the Economic Advisory Council to the Prime Minister, titled, “Emerging Employment Patterns of 21st Century India”, that the organised sector in India has increased non-contractual employment;**
- (b) if so, the details thereof and whether the Government has been further informed that such non contractual employment results in decreased payment of wages and unsatisfactory working conditions and if so, the details thereof; and**
- (c) if so, the details of the various structural reforms initiated by the Government to improve the working conditions of the labour force in the country?**

**ANSWER**

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

**(a) to (c): The study titled “Emerging Employment Patterns of 21st Century India” is only one of the studies commissioned by Economic Advisory Council to the Prime Minister (EAC-PM). This study is available at [www.indicus.org/publications.php](http://www.indicus.org/publications.php) The findings of this study have been contested by other studies, including another study commissioned by EAC-PM which is available at <https://eacpm.gov.in/wp-content/uploads/2018/12/population-education-and-employment-in-India-1983-2018.pdf>. Thus, the conclusion of different studies vary.**

**Government has taken several initiatives to improve working conditions of the labour force. Government has undertaken amalgamation and rationalization of different labour laws into 4 labour codes viz The Code on Wages, the Code on Industrial Relations, the Code on Social Security and Welfare and the Code on Occupational Safety, Health and Working Conditions. The Labour Codes envisage extension of minimum wages and timely payment of wages to all workers, provision of appointment letter, annual medical check-up, grievance redressal mechanism for workers, and safety and other welfare measures.**