

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

LOK SABHA

**UNSTARRED QUESTION NO. 1368
TO BE ANSWERED ON 10.02.2020**

LABOUR REFORMS

1368. DR. PRITAM GOPINATHRAO MUNDE:

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

- (a) whether the labour reforms assume significance in view of an over six-year-low Gross Domestic Product (GDP) growth of 4.5 per cent in the second quarter of this fiscal;**
- (b) if so, whether the Government is planning for effective implementation of labour laws at the grass-root level;**
- (c) if so, the steps taken by the Government in this regard;**
- (d) whether the Government proposes to implement all four codes on wages, industrial relations, social security and occupational safety, health and working conditions;**
- (e) if so, the steps taken by the Government thereon; and**
- (f) the other steps taken by the Government to expedite the labour reforms process?**

ANSWER

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

(a): Reforms in labour laws are an on-going process to update the legislative as well as governance 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.

(b) & (c): Labour is in the Concurrent List of the Constitution of India, therefore, the Centre and the States have separate enforcement machinery to conduct inspections from time to time to ensure

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effective implementation of labour laws. The enforcement in the Central Sphere is done through the officers of the Central Industrial Relations Machinery (CIRM) in order to protect interest of the workers in respect of establishments falling under the Central Sphere to ensure that statutory provisions are implemented. Legal actions are initiated as per law in case of any violation. Further, 'Santusht'- Implementation Monitoring Cell (IMC) has been constituted in the Office of Minister of State (Independent Charge) for Labour & Employment in January 2020. The objective of 'Santusht' is to promote transparency, accountability, effective delivery of public services and implementation of policies and schemes of Ministry of Labour and Employment at grassroot level through constant monitoring.

(d) & (e): The Ministry has taken steps for drafting four Labour Codes i.e. the Code on Wages; the Industrial Relations Code, the Occupational Safety, Health & Working Conditions Code & 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 rest 3 Codes i.e. the Occupational Safety, Health and Working Conditions Code, 2019, the Industrial Relations Code, 2019 and the Code on Social Security, 2019 have been introduced in Lok Sabha on 23rd July, 2019, 28th November, 2019 and 11th December, 2019 respectively. All these three Codes have been referred to the Parliamentary Standing Committee on Labour for examination.

(f): The Ministry has also undertaken amendments in various Central Labour Acts like the Payment of Bonus Act 1965 enhancing the eligibility limit for payment of bonus from Rs 10,000/- to Rs. 21,000/- per month and the Calculation Ceiling from Rs. 3,500/- to Rs. 7,000/- or the minimum wages; the Payment of Wages Act, 1936 enabling payment of Wages to employees by Cash or Cheque or crediting it to their bank account; the Child Labour (Prohibition and Regulation) Act, 1986 prohibiting employment of children below 14 years in any occupation or process; the Maternity Benefit Act 1961, increasing the paid maternity leave from 12 weeks to 26 weeks; Payment of Gratuity Act, 1972 enhancing the gratuity limit of Rs. 10 lakhs to Rs. 20 lakhs.
