

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

LOK SABHA

**UNSTARRED QUESTION NO. 1166
TO BE ANSWERED ON 19.09.2020**

PROPOSAL TO BRING LABOUR REFORMS

1166. SHRI VELUSAMY P.:

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

- (a) whether according to the Annual Survey of Industries data for 2008-09, the provisions of Chapter VB of Industrial Disputes Act apply to 15.63 per cent of total factories which employs 72.31 per cent of workers, whereas the Chapter stipulates the condition that any industrial establishment employing not less than 100 workmen during the preceding months should take permission from the Government for closure or retrenchment of workers;**
- (b) if so, whether the Government has received any representation from the chambers for relaxation or abolition of Chapter V-B;**
- (c) if so, the details thereof; and**
- (d) whether the Government is having any proposal to bring labour reforms with the consent of all stakeholders and if so, the details thereof?**

ANSWER

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

(a) to (c): To attract application of Chapter V-B of Industrial Disputes Act, 1947, an establishment shall fulfill the conditions specified by Section 25K of Chapter V-B of Industrial Disputes Act, 1947 that reads “25K Application of Chapter VB.-- The provisions of this Chapter shall apply to an industrial establishment (not being an establishment of a seasonal character or in which work is performed only intermittently)

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in which not less than [one hundred] workmen were employed on an average per working day for the preceding twelve months”.

The Ministry receives suggestions from time to time from various stakeholders for changes in labour laws.

(d): Reforms in labour laws are a continuous process, therefore, Central Government strives on regular basis in consultation with all the stakeholders to update the legislative system as per the need of the hour so as to further strengthen the labour protection in terms of job security, wages, occupational safety, health, working conditions, social security and welfare. Central Government has taken steps to codify the existing Labour Laws into 4 Labour Codes. Consultations were also carried out with Central Trade Unions, Employers' Associations and State Governments on four Labour Codes. Out of the 4 Labour Codes, the Code on Wages, 2019, was notified on 8th August, 2019 in the Gazette of India. The rest 3 Codes i.e. the Occupational Safety Health & Working Conditions Code, 2019, the Industrial Relations Code, 2019 and the Code on Social Security, 2019 had been introduced in the Lok Sabha in 2019 and referred to the Parliamentary Standing Committee on Labour for examination. After receipt of the reports of the Standing Committee, the requisite steps have been taken for reintroduction of all these Codes.
