

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

LOK SABHA

**UNSTARRED QUESTION NO. 2270
TO BE ANSWERED ON 08.03.2021**

LABOUR REFORMS VIS-A-VIS GDP

2270. 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) to (f): Reforms in labour laws is a continuous process. Therefore, Central Government and State Governments strive on regular basis to update the legislative system to address the need of the hour as per emerging economic and industrial scenario of the country. The enactment of four Labour Codes, inter alia, aims at enhancing the efficiency in output and growth. The Codes namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social

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Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020, have been formulated after simplification, amalgamation and rationalization of the relevant provisions of the existing Central Labour Laws The Code on Wages, 2019 was notified on 8th August, 2019 and remaining three Codes have been notified on 29th September, 2020.

As a step towards implementation of these 4 Codes, the Government has pre-published the 4 Rules, namely, the Code on Wages (Central) Rules, 2020, the Industrial Relation (Central) Rules, 2020, the Code on Social Security (Central) Rules, 2020 and the Occupational Safety, Health and Working Conditions (Central) Rules, 2020 for seeking stakeholders comments including general public.

In the meanwhile, the provisions related to the Central Advisory Board as specified under Section 42 and 67 of the Code on Wages, 2019 have come into effect on 18th December, 2020. In addition, the Code on Wages (Central Advisory Board) Rules, 2021 have come into effect on 1st March, 2021.
