

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

**LOK SABHA**

**UNSTARRED QUESTION NO. 930  
TO BE ANSWERED ON 08.02.2021**

**LABOUR REFORMS**

**930. SHRI SHANMUGA SUNDARAM K.:**

**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 and Chapter V-B stipulates the condition that any industrial establishment employs not less than 100 workmen during the preceding months should take permission from the Government for closure or retrenchment of workers;**
- (b) 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?**

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

**Contd..2/-**

**This 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 consultations 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. Various Labour Laws after tripartite consultations were amalgamated into four Labour Codes, have been passed by the Parliament, acceded to by the President and thereafter have been duly notified. These Labour Codes are:-**

- (i) Code on Wages, 2019**
- (ii) Industrial Relation Code, 2020**
- (iii) Occupational Safety, Health and Working Conditions Code (Central), 2020**
- (iv) Social Security (Central) Code, 2020**

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