

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

LOK SABHA

**UNSTARRED QUESTION NO. 2407
TO BE ANSWERED ON 13.12.2021**

PROTECTION OF EMPLOYEE

2407. DR. SHASHI THAROOR:

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

- (a) whether the Government is aware of the strong opposition from political parties and State Governments, including those of Kerala, West Bengal, and Tamil Nadu, to the Ministry's new labour codes governing various aspects of employee protection;**
- (b) whether the Ministry intends to hold consultations with State Governments and trade unions to ensure that their perspectives are taken into account, rather than forcing through the implementation of the codes;**
- (c) if so, the details thereof; and**
- (d) if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (d): There have been widespread consultations while finalizing all 4 Labour Codes, namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020. The details are as under:-

- i. All Codes were placed on the website of the Ministry of Labour and Employment, inviting comments from all stakeholders including general public.**

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- ii. Nine tripartite consultations were undertaken on all the four Codes on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 inviting all Central Trade Unions, Employers' Associations and State Governments. The stakeholders including State Governments had participated in the afore-said tripartite meetings and gave suggestions on various aspects of Labour Codes.**

- iii. In addition to the above, seven Regional Conferences of State Labour Ministers and Principal Secretaries/Secretaries of State (Labour) were also held during January, 2017 to December, 2019 in which Codes were also discussed.**

- iv. All the Codes were referred to the Parliamentary Standing Committee on Labour for examination by the Lok Sabha which, while examining the Codes, had invited the views/suggestions from Trade Unions/Organizations/Individuals/Stakeholders including the State Governments. The Committee also took oral evidence of the representatives of Central Trade Unions and various other Associations/Organisations/Stakeholders/some State Governments.**
