

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4861  
TO BE ANSWERED ON 23.03.2026**

**UNIFIED ANNUAL RETURNS**

**4861. SHRI SHRIRANG APPA CHANDU BARNE:  
SHRI NARESH GANPAT MHASKE:  
DR. SHRIKANT EKNATH SHINDE:  
SHRI ATUL GARG:  
SMT. BHARTI PARDHI:  
SHRI RAVINDRA DATTARAM WAIKAR:**

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

- (a) whether the Government has implemented the system of "Unified Annual Returns" for establishments by replacing multiple separate filings under the various labour laws with a single simplified digital form and if so, the details thereof;**
- (b) whether the said deregulation is designed to significantly reduce the compliance burden and "Inspector Raj" for Micro, Small and Medium Enterprises (MSMEs) allowing them to focus on business growth rather than paperwork and if so, the details thereof;**
- (c) the details of "Self-Certification" schemes extended to startups and small industries to further streamline regulatory oversight;**
- (d) the details of safeguards aimed at ensuring that this simplified reporting does not dilute the monitoring of critical labour standards and worker safety; and**
- (e) the manner in which the "Minimum Government, Maximum Governance" approach improves India's global competitiveness as a manufacturing hub?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) & (b): Yes, Sir. The Government has already implemented the system of unified Annual Return for establishments. The establishments are now required to file single consolidated annual return online through the Shram Suvidha Portal(SSP), in place of multiple returns under central jurisdiction.**

**Contd..2/-**

**The erstwhile Acts & Rules covered in the Common Return are as under: -**

- 1. The Payment of Wages Act, 1936**
- 2. The Minimum Wages Act, 1948**
- 3. The Contract Labour (R&A) Act, 1970**
- 4. The ISMW (RE&CS) Act, 1979**
- 5. The BOCW (RE&CS) Act, 1996**
- 6. The Maternity Benefits Act, 1961**
- 7. The Industrial Disputes Act, 1947**
- 8. The Payment of Bonus Act, 1965**
- 9. Coal Mines Regulations, Metal Mines Regulations and Oil Mines Regulations of Mines Act, 1952.**

**The Unified online Annual Return through Shram Suvidha Portal aimed to reduce the compliance burden of multiple reporting under erstwhile labour acts. One unified annual return was required to be filed under the Eight enactments and another Return for three Regulations under Mines Act, 1952.**

**However, under the four Labour Codes which have been made effective from 21.11.2025, provision for filing single online Return has been provided.**

**(c): The Government with an intent to build a strong ecosystem for nurturing innovation, start-ups and encouraging investments launched the Startup India initiative on 16<sup>th</sup> January 2016. The Government also unveiled a Startup India Action Plan comprising of schemes and incentives envisaged to create a vibrant startup ecosystem in the country. The Shram Suvidha Portal allows the Start-ups, after verification from Start-up India portal of DPIIT, to submit self-certification returns under various Labour Laws for the first year. From the second year onwards and up to five year of setting up of the unit, such Start-ups are taken up for inspection only on receipt of verifiable complaint against them or in case of emergency situations such as accidents.**

**(d): The simplified reporting mechanism does not dilute the monitoring of critical labour standards or workplace safety. In order to ensure effective enforcement of labour rights, randomized web-based inspection system is in place through Shram Suvidha Portal for transparent and efficient inspection system to ensure better and wider compliance without diluting the monitoring of standards and worker safety.**

**(e): For easing regulatory compliance and ensuring “Minimum Government, Maximum Governance” across the country, Central Government has taken several initiatives under the flagship programme of Ease of Doing Business which includes Business Reform Action Plan (BRAP), the Business- Ready assessment, Jan-Vishwas and Reducing Compliance Burden on Businesses and Citizens, and Cost of Regulation (CoR) exercise to identify and reform the areas of pain-points in terms of administrative costs for the services. Central Ministries/Departments, and States/UTs are actively engaged in self-identification exercises, successfully reducing various compliances.**

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