

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

UNSTARRED QUESTION NO:3133
ANSWERED ON:16.03.2015
REFORM IN LABOUR LAWS
Singh Shri Parvesh Sahib

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

- (a) whether the Government proposes to reform the labour laws to make it easier for small enterprises to comply with fewer labour laws and put in place a centralized mechanism and if so, the details thereof;
- (b) whether small enterprises employing less than 40 workers need to comply with as many as 14 laws and if so, whether the Government propose to replace these 14 laws with one single law;
- (c) if so, the details thereof;
- (d) whether the proposed amendments are likely to boost manufacturing in the country thereby making the 'Make in India' mission a grand success; and
- (e) if so, the details thereof and the extent to which the proposed changes in the labour laws are likely to reduce hassles for employers and employees?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA)

- (a) to (c): Ministry has prepared a draft Bill namely Small Factories (Facilitation and Regulation of Employment and Conditions of Services) Bill, 2015 for consultation. The Draft Bill covers the small factories employing less than 40 workers. The Draft Bill proposes to provide a law for these small factories incorporating the provisions of certain Acts applicable to them.
- (d) & (e): The proposed new Small Factories (Facilitation and Regulation of Employment and Conditions of Services) Bill, 2015 provides for transparency and simplified procedures facilitating in ease of compliance by the employers of small factories. This will help in creating conducive atmosphere for development of business and industry in the country as well as better enforcement of the labour laws to help the workers.