

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

UNSTARRED QUESTION NO:4247

ANSWERED ON:20.04.2015

LABOUR REFORMS FOR CREATION OF NEW JOBS

Antony Shri Anto ;Ram Mohan Naidu Shri Kinjarapu

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

- (a) whether the existing labour policies unduly protected the interests of the currently employed and hindered the creation of new jobs;
- (b) if so, whether the Government has any proposal to amend some of the labour and employment laws to bring in labour reforms and to remove various hindrances in the creation of new jobs;
- (c) if so, the details and salient features of the proposed amendment and if not, the reasons therefor; and
- (d) if so, the steps taken by the Government to protect the interests of workers in the country under the proposed amendment?

Answer

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

(a) to (d). The legislative measures and regulations related to labour are made to protect the interest of the workers. Reform in labour laws is an ongoing process to update legislative system to address the need of the hour. Government has taken a number of initiatives for governance reforms as well as amendment in labour laws which will facilitate ease of compliance and bring transparency and accountability in the enforcement of labour laws. Under the legislative initiatives, amendments in the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain.

Establishments) Act, 1988 and the Apprentices Act, 1961 have been carried out to make it more user friendly and easy for compliance. Further, Government is contemplating amendments in various Labour Laws to make them more effective and contemporary to the emerging economic and industrial scenario. The Acts under which the amendment proposals are at various stages of consideration are as under:

- (i) The Child Labour (Prohibition and Regulation) Act, 1986.
- (ii) The Factories Act, 1948:
- (iii) The Mines Act, 1952.
- (iv) The Employees Provident Fund & Miscellaneous Provisions Act, 1952.
- (v). The Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.
- (vi). The Building and Other Construction Workers' Welfare Cess Act, 1996.
- (vii). The Minimum Wages Act, 1948.
- (viii). The Contract Labour (Regulation and Abolition) Act, 1970.
- (ix). The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
- (x). The Payment of Bonus Act, 1965.

Further, it is proposed to rationalize the multiple labour laws into 4-5 labour codes and to make a law for small factories. However there will not be any dilution of provisions protecting the interest of workers while taking these actions.