

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

UNSTARRED QUESTION NO:1041

ANSWERED ON:27.07.2015

Labour Code

Adsul Shri Anandrao ;Chaudhary Shri P.P.;Joshi Shri Chandra Prakash;K. Shri Parasuraman;Kodikunnil Shri Suresh;Mullappally Shri Ramachandran;Owaisi Shri Asaduddin;P. Shri Nagarajan;Patil Shri Shivaji Adhalrao;Shrirang Shri Chandu Barne;Venugopal Dr. Ponnusamy;Verma Shri Rajesh;Yadav Shri Dharmendra

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

- (a) whether the Government proposes to introduce the Labour Code on Industrial Relations Bill, 2015 by merging Industrial Disputes Act, 1947, the Trade Unions Act, 1926 and the Industrial Employment (Standing Orders) Act, 1946;
- (b) if so, the details thereof including salient features of the Bill;
- (c) the reasons for bringing out the integrated bill and the details of the impact and benefits likely to accrue to the workers of both organized and unorganized sectors;
- (d) whether the Government had constituted a committee to study the said Bill and if so, the details of the recommendations made by the committee; and
- (e) the time by which the Bill is likely to be passed?

Answer

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

(a) to (c): The Second National Commission on Labour had recommended that the existing Labour Laws should be broadly grouped into four or five Labour Codes on functional basis. Accordingly, the Ministry has taken steps for drafting a Labour Code on Industrial Relations, by simplifying, amalgamating and rationalizing the relevant provisions of the following three Labour Laws: -

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- (i) The Industrial Disputes Act, 1947,
- (ii) The Trade Unions Act, 1926,
- (iii) The Industrial Employment (Standing Orders) Act, 1946

The draft Labour Code on Industrial Relations and its provisions are under consultation with stakeholders.

(d) & (e): A Tripartite consultation meeting with the representatives of Central Trade Unions, Employers' Associations and State Governments was held on 06.05.2015 to consider the draft Labour Code on Industrial Relations. It was decided in the Meeting to set up a Sub-Committee with representatives from Central Trade Unions, Employers' Associations and State Governments, as its Members to look into the provisions of the draft Labour Code and provide suggestions to improve or modify the draft. The Sub-Committee has held its meetings on 11.05.2015, 22.05.2015 and 17.06.2015 wherein the provisions of the draft Labour Code on Industrial Relations were deliberated.

The draft Code is presently under tripartite consultation with Trade Unions, Employers' associations and State Governments.
