

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

STARRED QUESTION NO:466

ANSWERED ON:27.04.2015

SOCIAL SECURITY ACT

Biju Shri Parayamparanbil Kuttappan;Reddy Shri Midhun

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

(a) whether the provisions of Unorganised Workers` Social Security Act, 2008 are adequate to ensure social security of the workers in the unorganised sector and if so, the details thereof including the key features of the Act;

(b) if not, whether the Government proposes to amend the Act so as to protect the interest of the workers in the unorganised sector effectively and if so, the details thereof;

(c) whether there is also any proposal to ensure the minimum wages, safety at workplaces, social and job security, better health care facilities including regular health check up to workers/labourers of the unorganised sector; and

(d) if so, the details thereof and if not, the reasons therefor?

**Answer**

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

(a) to (d): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 466 FOR REPLY ON 27.04.2015 BY SHRI P.V. MIDHUN REDDY AND SHRI P.K. BIJU REGARDING SOCIAL SECURITY ACT.

(a) & (b): The provisions of Unorganised Workers` Social Security Act, 2008 envisages providing social security of the workers in the unorganised sector.

The key features of the Unorganized Workers' Social Security Act, 2008, are as follows:

1. The Central Government shall formulate and notify, from time to time, suitable welfare schemes for unorganized workers on matters relating to – (a) life and disability cover; (b) health and maternity benefits; (c) old age protection; and (d) any other benefit as may be determined by the Central Government.

2. The State Government may formulate and notify, from time to time, suitable welfare schemes for unorganized workers, including schemes relating to – (a) provident fund; (b) employment injury benefit; (c) housing; (d) educational schemes for children; (e) skill upgradation of workers; (f) funeral assistance; and (g) old age homes.

3. The Act provides for setting up of a National Social Security Board and State Social Security Boards to be constituted by the Central Government and the State Governments respectively.

4. Every unorganized worker shall be registered and issued an identity card by the District Administration which shall be a smart card carrying a unique identification number and shall be portable.

In view of the aforementioned provision of the Act, no proposal for amending the Act is under consideration of the Government.

(c) & (d): No, Madam. There are existing laws to deal with minimum wages, safety at workplace, job security and schemes for healthcare of the unorganised workers to the extent they apply to the work environment of unorganised workers. Some of such important laws are (i) Minimum Wages Act, 1948,

(ii) The Payment of Wages Act, 1936, (iii) Industrial Disputes Act, 1947. Healthcare facilities are extended under Rashtriya Swasthya Bima Yojana (RSBY) and are also broadly covered by the various safety related Acts.