

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

STARRED QUESTION NO:300  
ANSWERED ON:10.08.2015  
Indian Labour Conference  
Jayadevan Shri C. N.

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

- (a) whether the 46th Indian Labour Conference was held in Delhi on 20th and 21st July, 2015;
- (b) if so, the details thereof including the discussions held therein and the outcome thereof;
- (c) the suggestions/recommendations made by the trade unions in the conference and the reaction of the Government thereto;
- (d) whether the Government resolves to bring labour reforms and scrap obsolete regulations; and
- (e) if so, the details thereof and the initiatives being taken by the Government in this regard?

**Answer**

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

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

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO.300 FOR ANSWER ON 10/08/2015 BY SHRI C. N. JAYADEVAN REGARDING INDIAN LABOUR CONFERENCE.

(a) to (c): The 46th Session of the Indian Labour Conference (ILC) was held in New Delhi from 20-21 July, 2015. The ILC deliberated upon the following five agenda items:

- (i) Implementation of the conclusions/ recommendations of the 43rd, 44th and 45th Indian Labour Conference, particularly on Contract Labour, Minimum Wages and Scheme Workers and Tripartite Mechanism;
- (ii) Social Security for the workers in organized sector, unorganized sector and international migrant workers;
- (iii) Amendment of Bonus Act – Removal of conditions on payment ceiling, eligibility limits, decisions to pay minimum bonus without linking to loss when the performance indicator satisfy grant of bonus
- (iv) Labour Laws amendments proposed/done either by the Central or State Governments
- (v) Employment and Employment Generation

After detailed deliberations the 46th Session of Indian Labour Conference adopted conclusions as per Annexure-I.

(d) & (e): Reform in labour laws are an ongoing process to update legislative system to address the need of the hour and to make them more effective and contemporary to the emerging economic and industrial scenario. Government has taken a number of initiatives for governance reforms as well as legislative reforms which will facilitate ease of compliance and bring transparency and accountability in the enforcement of labour laws. The second National Commission on Labour had recommended for the enactment of a special law for small scale units and also 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 separate law for small manufacturing units namely Small Factories Bill; and also four Labour Codes on Wages; Industrial Relations; Social Security & Welfare; and Safety & Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the Central Labour laws. These reforms will help in catalyzing the creation of employment opportunities in the country, without diluting basic aspects of safety, security and health provisions / standards for workers.