

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

UNSTARRED QUESTION NO:1305

ANSWERED ON:01.12.2014

LABOUR REGULATION

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

- (a) whether India ranks poorly in employee-employer relations and is far behind countries such as Mexico, Thailand and the Philippines and if so, the reaction of the Government thereto;
- (b) whether the most contentious issue with regard to labour regulation in the country is flexibility to lay off workers if a firm employees are more than 100 workers;
- (c) whether India also needs to introduce a ballot that a strike can be called only if it is supported by qualifying majority;
- (d) whether there is also a need to allow free use of contract labour while ensuring that the rights of contract labour are protected; and
- (e) if so, the corrective steps taken/proposed to be taken by the Government in this regard?

Answer

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

(a) to (e): The Ministry does not have such comparable data on employees-employer relations. However, the data relating to number of strikes and man-days lost in the Central Sphere during the past three years shows a declining trend in strikes and man-days lost. One of the recommendations of the second National Labour Commission was to increase the threshold limit of workers for lay-off, retrenchment and closure under Chapter V-B of the Industrial Disputes Act, 1947 to 300 from existing 100. However, so far there is no change in the existing provisions of the ID Act in the case of Central Sphere.

The employment of Contract Labour is governed and regulated by the provisions contained in the Contract Labour (Regulations & Abolition) Act.