

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA**

**UNSTARRED QUESTION NO. 2413  
TO BE ANSWERED ON 08.07.2019**

**LABOUR REFORMS BILL**

**2413. SHRI KUNWAR PUSHPENDRA SINGH CHANDEL:**

**DR. SUKANTA MAJUMDAR:**

**SHRI KHAGEN MURMU:**

**SHRI RAJAN VICHARE:**

**SHRI VINAYAK RAUT:**

**SHRI GIRISH BHALCHANDRA BAPAT:**

**SHRI SRIRANGA APPA BARNE:**

**SHRI SUSHIL KUMAR SINGH:**

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

- (a) whether the Central Government is considering to bring new bill for labour reforms and if so, the details thereof;**
- (b) whether the Central Government has bracketed 44 labour laws into four major codes- wages, industrial safety and welfare, social security and industrial relations and if so, whether the Central Government has proposed to dismantle and merge of ESI, EPF with other central schemes and privatization of social security fund and if so, the details thereof;**
- (c) whether 70 per cent of labour will be out of coverage in the garb of ease of doing business and if so, the response of the Union Government in this regard;**
- (d) whether the Union Government has consulted the Labour Unions on the proposed labour reforms and if so, the details thereof along with the views of the major Labour Unions in this regard and the steps taken by the Government to address the concerns of the Labour Union;**
- (e) whether the new labour policy is likely to uphold the interests of the industry by ensuring better safety of organized/ unorganized labourers in the country and if so, the details thereof;**
- (f) whether various trade unions have opposed such amendment and if so, the reasons therefor and the remedial action taken by the Government to address such concerns; and**
- (g) whether the new labour policy is likely to uphold the interests of the industry by ensuring better safety of organized/unorganized labourers in the country and if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI SANTOSH KUMAR GANGWAR)**

**(a) & (b):** The Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security; and Occupational Safety, Health and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. The 4 Labour Codes contain provisions relating to wage, social security, safety, health and grievance redressal mechanism for workers. These initiatives are expected to provide wage security, social security, occupational safety and decent working conditions to the workers. However, there is no proposal at present to dismantle and merge of Employees' State Insurance Corporation (ESIC), Employees Provident Fund Organization (EPFO) with other central schemes and privatization of social security fund.

**(c):** No Sir.

**(d) to (g):** The process of Legislative reforms on Labour includes consultation with stakeholders including Central Trade Unions, Employers' Associations and State Governments in the form of tripartite consultation. Besides, the draft Labour Codes were also placed on website of the Ministry, seeking comments/suggestions from all stakeholders including general public. The draft legislations are finalised after considering comments/suggestions received from various stakeholders.

The proposed labour reforms initiatives will reduce the complexity in compliance due to multiplicity of labour laws and facilitate setting up of enterprises and thus creating the environment for development of business and industry in the country and generating employment opportunities without diluting basic aspects of safety, security and health of workers.

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