

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

LOK SABHA

**UNSTARRED QUESTION NO. 1233
TO BE ANSWERED ON 25.11.2019**

REVIEW OF LABOUR LAWS

**1233. SHRI SAPTAGIRI SANKAR ULAKA:
SHRI DULAL CHAND GOSWAMI:**

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

- (a) whether the Government has proposed to standardize and to review the outdated labour laws and replace them with new laws and if so, the details thereof along with the proposed changes;**
- (b) whether the Government has consulted all stakeholders including industry sector in the matter, if so, the details thereof; and**
- (c) the time by when the proposed changes are likely to be implemented and the details thereof?**

ANSWER

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

(a) to (c): Reforms in labour laws are an on-going process to update the legislative as well as governance system to address the need of the hour so as to make them more effective, flexible and in sync with emerging economic and industrial scenario. Accordingly, in line with the recommendations of the Second National Commission on Labour, the Ministry has taken steps for drafting four Labour Codes i.e. the Code on Wages, the Code on Industrial Relations, the Code on Occupational Safety, Health & Working Conditions & the Code on Social Security by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. Out of these 4 Labour Codes, the Code on Wages, 2019, has been notified on 8th August, 2019 in the Gazette of India. The Occupational Safety, Health and Working Conditions Code, 2019 was introduced in Lok Sabha on 23rd July, 2019 and subsequently, referred to the Parliamentary Standing Committee on Labour for examination. The Industrial Relations Code has been approved by the Cabinet & the Social Security Code is at pre-legislative stage.

The Government has consulted with stakeholders including Central Trade Unions, Employers' Associations and State Governments in the form of tripartite consultation for the formulation of Labour Codes.