

Taking State Government into confidence for amending labour laws

2330. SHRI AJAY SANCHETI: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Central Government has taken State Governments into confidence so far amending labour laws are concerned;
- (b) if so, the details in this regard; and
- (c) how the proposed amendments protect the interest of working class at the same time benefiting the employers?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) Amendments proposed in labour laws goes through the process of Tripartite Consultation where the representatives from Central Trade Unions, Employees' Associations and State Governments are invited to express their views and suggestions on the proposed changes.

- (c) The approach of the Government has been to reform the labour laws by easing the complexity of compliance of labour laws by the employers through simplified procedures without compromising on the interest of the workers.

Ambiguity in meaning and coverage of workman and factory

2331. SHRI TIRUCHI SIVA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether it is a fact that meaning and coverage of key concepts like workman and factory are ambiguous and varies among labour Acts;
- (b) if so, whether it is also a fact that this leads to problems in enforcement of labour laws;
- (c) if so, whether Government proposes to clarify and harmonise these definitions; and
- (d) if so, the details thereof and if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (d) The enforcement of each labour Act is done as per the provisions of the Act, by taking into consideration the definitions and provisions under the Act. There is no problem in enforcement as per these provisions. The violations under each Act are punishable under the provisions of the same Act normally.