

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (c) The Ministry is implementing the National Career Service (NCS) project as a plan scheme for transformation of the National Employment Service to provide a variety of employment related services online like job matching, career counselling, vocational guidance, information on skill development courses etc. at [www.ncs.gov.in](http://www.ncs.gov.in) accessible from multiple delivery channels. The National Career Service provides a national platform where job seekers can register, search employment opportunities and apply for jobs posted by employers. The NCS has also partnered with leading job portals, placement agencies and institutions to enhance the reach of employment services to youth. In pursuance to decision taken by the Department of Personnel and Training, Central Government Vacancies are also to be posted on the NCS portal. Since its launch the NCS has over 3.78 crore job seekers, over 14 lakh employers and has mobilised around 3.7 lakh jobs in addition to conducting job fairs in collaboration with State Government and Other Institutions.

(d) to (e) The working conditions and wages of the workers are governed by the provisions of various acts like 'the Factories Act, 1948, Minimum Wages Act, 1948, Payment of Wages Act, 1939 and Equal Remuneration Act, 1976. Under the provisions of the Minimum Wages Act, both the Central Government and the State Government are the appropriate Government to fix, revise, review and enforce the payment of minimum wages to workers in respect of scheduled employments under their jurisdictions.

The enforcement of the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is done through the inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Industrial Relations Machinery.

#### **Reforms in labour laws**

†722. SHRI PRABHAT JHA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether it is a fact that Government has taken a series of policy initiatives with regard to reforms in labour laws, technical steps and social security during the last two and a half years;

(b) if so, the details thereof;

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† Original notice of the question was received in Hindi.

(c) whether the State Governments are extending required cooperation in implementing these policy initiatives; and

(d) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) Reforms 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. Accordingly, Ministry of Labour and Employment have taken several reform initiatives, both legislative reforms as well as Governance reforms through use of technology, to reduce the complexity in compliance and bringing transparency and accountability leading to better enforcement of the Labour Laws. These initiatives, *inter-alia*, include:

- (i) Enhancing the ceiling of wage limit for the purpose of eligibility for Bonus and for the purpose of calculation of Bonus as ₹ 21,000/- per month and ₹ 7,000/- per month respectively by amending the Payment of Bonus Act 1965.
- (ii) Prohibition of employment of children below 14 years in all occupations and processes through amendment in the Child Labour (Prohibition and Regulation) Act, 1986.
- (iii) Extending the coverage of Employees State Insurance by increase in the wage ceiling from ₹ 15000/- per month to ₹ 21000/- per month.
- (iv) Enabling provision under the Payment of Wages Act 1936 for payment of wages through Bank Accounts.
- (v) Launching of unified Shram Suvidha Portal for allotment of a Unique Labour Identification Number (LIN) for establishments, filing of self-certified and simplified Online Annual Return and a transparent Labour Inspection Scheme through computerized system.
- (vi) Portability of Employees Provident Fund accounts through Universal Account Number (UAN).

(c) and (d) The process of Legislative reforms includes consultations with stakeholders including Central Trade Unions, Employers' Association and State Governments in the form of tripartite consultation. During recent months, several such tripartite meetings have been held for considering suggestions on various legislative reform proposals where the representatives of all stake holders/State Governments participated and gave their suggestions on the legislative proposals.