

**Labour reforms**

1547. SHRI SUSHIL KUMAR GUPTA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Ministry has taken any initiatives for bringing transparency and accountability through reforms and enforcement of labour laws;
- (b) whether Government has also made some plan with the objective of strengthening the safety, security, health, social security for every worker; and
- (c) what initiatives have been taken regarding ease of compliance for running an establishment to catalyse creation of employment opportunities?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) 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. The Ministry has taken steps for drafting four Labour Codes i.e. the Code on Wages; the Industrial Relations Code, the Occupational Safety, Health & Working Conditions Code & 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 rest 3 Codes i.e. the Occupational Safety, Health and Working Conditions Code, 2019, the Industrial Relations Code, 2019 and the Code on Social Security, 2019 have been introduced in Lok Sabha on 23rd July, 2019, 28th November, 2019 and 11th December, 2019 respectively and subsequently, referred to the Parliamentary Standing Committee on Labour for examination. The Parliamentary Standing Committee on Labour has already submitted its report on the Occupational Safety, Health and Working Conditions Code, 2019.

Also, "Shram Suvidha Portal, launched by the Government on 16.10.2014, brings transparency and accountability in enforcement of Labour Laws.

Further, 'Santusht' - Implementation Monitoring Cell (IMC) has been constituted in the Office of Minister of State (Independent Charge) for Labour and Employment in January 2020. The objective of 'Santusht' is to promote transparency, accountability, effective delivery of public services and implementation of policies and schemes of Ministry of Labour and Employment at grassroot level through constant monitoring.

(b) The Occupational Safety, Health and Working Conditions Code, 2019 and the Code on Social Security, 2019 would address issues related to occupational safety, health and working conditions and social security of the employees.

(c) Codification of the Labour Laws into 4 Labour Codes aims to simplify, amalgamate and rationalize the relevant provisions of the existing Central Labour Laws. Simplification of provisions related to licence, registration and return and other such regulations would reduce the cost of compliance of establishments substantially which would promote setting up of more enterprises, thus catalyzing the creation of employment opportunities in the country.

#### **Minimum wages in the country**

1548. SHRI AHAMED HASSAN: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether it is a fact that minimum wages are different under various State Governments;

(b) if so, the details of minimum wages for unskilled, semi-skilled and skilled labourers for last three years, State-wise;

(c) whether Government is planning to increase minimum wages in the country; 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 SANTOSH KUMAR GANGWAR): (a) and (b) Yes, Sir, the minimum wages are different for Central and State Governments as both the Central and State Governments are the appropriate Government to fix, revise and enforce minimum wages in scheduled employments in their respective jurisdictions under the Act. Category wise and State wise variation in Minimum Wages per day is given in the Statement-I (*See* below).

(c) and (d) In order to protect the minimum wages against inflation, the Central Government mooted the idea of Variable Dearness Allowance (VDA) in terms of recommendation of the Labour Ministers' Conference held in 1988. Accordingly, in the Central sphere, Variable Dearness Allowance (VDA) is revised twice in a year effective from 1st April and 1st October every year on the basis of Consumer Price Index number. Area wise Rates of Minimum Wages including VDA w.e.f. 01.10.2019 for Scheduled Employments in the Central Sphere is given in the Statement-II.