

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

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 2168  
TO BE ANSWERED ON 16.12.2021**

**FRAMING OF LABOUR CODES FOLLOWING CONVENTION-144**

**2168. # DR. KIRODI LAL MEENA:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether it is a fact that India is following Convention-144 of the International Labour Organisation (ILO) while framing the four labour codes;**
- (b) whether India would face consequences of condemnation or punishment and if so, the details thereof;**
- (c) the steps being taken by Government to resolve the problem;**
- (d) the process to ensure compliance with the labour code to be finalized by the Central and State Governments; and**
- (e) whether Government has convened a consultation meeting to discuss the framing of rules of Labour Codes and if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (d): India has followed Convention-144 of the International Labour Organisation (ILO) while formulating the 4 Labour Codes. There have been widespread consultations while finalizing all 4 Labour Codes, namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020. The details are as under:-**

**Contd..2/-**

- i. All Codes were placed on the website of the Ministry of Labour and Employment, inviting comments from all stakeholders including general public.**
  - ii. Nine tripartite consultations were undertaken on all the four Codes on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 inviting all Central Trade Unions, Employers' Associations and State Governments. The stakeholders including State Governments had participated in the afore-said tripartite meetings and gave suggestions on various aspects of Labour Codes.**
  - iii. In addition to the above, seven Regional Conferences of State Labour Ministers and Principal Secretaries/Secretaries of State (Labour) were also held during January, 2017 to December, 2019 in which Codes were also discussed.**
  - iv. All the Codes were referred to the Parliamentary Standing Committee on Labour for examination by the Lok Sabha which, while examining the Codes, had invited the views/suggestions from Trade Unions/Organizations/Individuals/Stakeholders including the State Governments. The Committee also took oral evidence of the representatives of Central Trade Unions and various other Associations/Organisations/Stakeholders/some State Governments.**
- (e): All the draft rules were placed on the website of the Ministry of Labour and Employment, inviting comments from all stakeholders including general public. Three Tripartite meetings inviting representatives of all Central Trade Unions and Employers' Associations were convened through Video Conferencing on 24th December, 2020 and 12th January, 2021 and in physical mode on 20th January, 2021.**

**\*\*\*\*\***