

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

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 4099  
TO BE ANSWERED ON 07.04.2022**

**FOUNDATION FOR SUSTAINED ECONOMIC GROWTH**

**4099. SHRI B. LINGAIAH YADAV:**

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

- (a) whether Government concurs with the view that sustained increases in productivity, wages, and job security for the vast mass of Indians are the only sure foundation upon which to build economic growth and secure livelihoods;**
- (b) if so, the steps which have been taken/being taken by Government in this regard; and**
- (c) if not, the reasons therefor?**

**ANSWER**

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

**(a) to (c): To tune the existing Labour Laws as per the emerging economic and industrial scenario, the Government has enacted the four Labour Codes, namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020. It reduces multiplicity of definitions & authorities, facilitate implementation, use of technology in enforcement of labour laws, bring transparency & accountability in enforcement and promote setting up of more enterprises which incentivize economic growth. Simultaneously, it strengthens the protection available to workers, including unorganized workers, in terms of statutory minimum wage, social security and healthcare of workers. Some of the important provisions are as follows:-**

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- **A statutory right for minimum wages and timely payment of wages has been made available for all workers which would drive up demand in the economy to support sustainable and inclusive economic growth.**
- **Provision for annual health check-up and medical facilities has also been made which enhances labour productivity and increases life expectancy.**
- **First time statutory provision to issue appointment letter to every employee of the establishment which leads to formalize contract of employment that increases job security.**
- **Provision of Re-skilling Fund for skill development of workers.**
- **One return, one licence and one registration which leads to ease of doing business and overall economic productivity.**

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