

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 636
TO BE ANSWERED ON 21.07.2022**

IMPLEMENTATION OF NEW LABOUR LAWS

636. # SMT. GEETA ALIAS CHANDRAPRABHA:

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

- (a) whether new labour laws are being enforced in the country;**
- (b) if so, the extent to which these laws shall be different from the previous laws, the details thereof; and**
- (c) the details of the benefits accruing to the workers from these laws?**

ANSWER

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

(a) to (c): The Government has formulated 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.

The Labour Codes have been aligned with the present economic scenario and technological advancements along with reduction in multiplicity of definitions & authorities. The Codes also ease compliance mechanism aiming to promote ease of doing business/setting up of enterprises and catalyze creation of employment opportunities while ensuring safety, health and social security of every worker. Use of technology, such as, web-based Inspection has been introduced in order to ensure transparency & accountability in enforcement. Decriminalization of minor offences has also been provided in the Labour Codes.

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The Codes inter alia extend a number of benefits to workers some of which are as follows: -

- **Statutory right to all workers for minimum wages and timely payment of wages.**
- **Annual health check and Appointment letter for employees.**
- **Women are now entitled to work in the night, subject to their consent, with provisions of safety and holidays.**
- **Employees' State Insurance Corporation (ESIC) coverage on voluntary basis for establishments having less than 10 employees has been introduced.**
- **Benefits under ESIC can also be made applicable through notification to an establishment which carries on hazardous or life threatening occupation in which even a single employee is employed.**
- **Extension of benefits to unorganised workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization (EPFO).**
- **Setting up of Social Security Fund for formulating schemes for welfare of the unorganised workers, gig workers and platform workers.**
- **A provision for worker reskilling fund has been made for re-skilling the retrenched workers which provides for crediting fifteen days' wages last drawn by the worker.**
