

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1851
TO BE ANSWERED ON 16.03.2023**

INCLUSION OF INVISIBLE LABOUR IN THE LABOUR CODES

1851. SHRI NIRANJAN BISHI:

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

- (a) whether Government is aware that all the new codes, i.e., the Code on Industrial Relations, Code on Occupational Safety, Health and Working Conditions, Code on Social Security, and the Wage Code fail to include invisible labour;**
- (b) if so, whether Government seeks to amend the said legislation to rectify the situation;**
- (c) if so, the details thereof, if not, the reasons therefor;**
- (d) whether Government is aware of the number of States which have not framed rules for implementation of the Code on Industrial Relations, Code on Occupational Safety, Health and Working Conditions, Code on Social Security, and the Wage Code; and**
- (e) if so, details thereof?**

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 and published these Codes in the Official Gazette for general information.

The four Labour Codes envisage strengthening the protection available to workers, including unorganized workers in terms of statutory minimum wage and its timely payment, social security, occupational safety, healthcare of workers, etc. At present, there is no proposal to amend the aforesaid Labour Codes.

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(d) & (e): As a step towards implementation of the all four Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and a number of States/Union Territories (UTs) have pre-published rules under 4 Labour Codes. As per available information, 5, 8, 8 and 10 States/UTs have not so far pre-published draft Rules under 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, respectively.
