

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3658
TO BE ANSWERED ON 08.08.2022**

OPERATION OF LABOUR CODES IN ESTABLISHMENTS

3658. SHRI ANUBHAV MOHANTY:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government is aware that 70 per cent of the organisations in India employ less than 6 people and the labour codes operate in establishments with more than 10 people leaving out majority of the organisations from its ambit;**
- (b) if so, the details thereof; and**
- (c) whether the Government proposes to come up with some kind of scheme or amendment to ensure that the labour working in these 70 per cent of the organisations also get the benefit of the four labour codes likely to be implemented?**

ANSWER

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

(a) to (c): As per 6th Economic Census, a sizeable number of the establishments in India are small in size. However, irrespective of the size of the establishment, the Labour Codes strengthen the protection available to workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare of workers. The Code on Wages, 2020 has universalized statutory right for minimum wages and timely payment of wages to all workers to support sustainable growth and inclusive development. Besides, the Code on Social Security, 2020 (SS Code) aims to extend social security to all employees and workers both in the organised and unorganised sectors. The provisions introduced in SS Code to enhance coverage of social security are as follows:-

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- i. The coverage of Employees' State Insurance Corporation (ESIC) has been extended pan-India as against notified districts/areas. Further, ESIC coverage on voluntary basis for establishments having less than 10 employees has been introduced. Further, benefits under ESIC can also be made applicable to an establishment which carries on hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed.**
- ii. Envisages a Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.**
- iii. The gig worker and the platform worker have been defined for the purpose of formulating schemes to provide social security benefits.**
- iv. The Central Government has been empowered to extend benefits to unorganized workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization.**
