

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 93  
TO BE ANSWERED ON 02.02.2023**

**IMPLEMENTATION OF WAGE CODE AND SOCIAL SECURITY CODE**

**93. SHRI P. WILSON:**

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

- (a) whether Government can furnish reasons for not bringing Wages Code and Social Security Code in force even when these received Presidential assent in November, 2020;**
- (b) whether Government has any alternative way of regulating the wages and working conditions till the times respective codes are brought into force; and**
- (c) if so, details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a):** The Government has formulated the Code on Wages, 2019 and the Code on Social Security, 2020 and published these Codes in the Official Gazette for general information. "Labour" as a subject is in the Concurrent List of the Constitution of India and under the Codes, the power to make rules has been entrusted to Central Government as well as State Governments. As a step towards implementation of these Labour Codes, the Central and State Governments/UTs (except a few State Governments/UTs) have pre-published the draft Rules, inviting comments of all stakeholders.

**(b) & (c):** At present, the matters relating to wages and working conditions of the workers are governed under the provisions of the existing Labour Laws, such as, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Factories Act, 1948, the Industrial Employment (Standing Orders) Act, 1946, etc.

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