

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1379
TO BE ANSWERED ON 31.07.2025**

IMPLEMENTATION OF LABOUR CODES

1379. # SMT. SUNETRA AJIT PAWAR:

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

- (a) whether Government has notified labour codes;**
- (b) if so, current status of their implementation across all States and Union Territories, particularly in Maharashtra;**
- (c) major challenges being faced by all the States while framing and notifying rules under these Codes;**
- (d) steps taken by Government to address these major challenges;**
- (e) the manner in which Government assesses the impact of the new Labour Codes on workers' rights and welfare, particularly in terms of minimum wages, job security and right to form unions;**
- (f) whether trade unions have raised any concerns with regard to these reforms; and**
- (g) if so, steps taken in this regard?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (g): The Central Government has formulated 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. The Code on Wages, 2019 was notified on 8th August, 2019 and remaining three Codes have been notified on 29th September, 2020. "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 the four Labour Codes, the Central Government has pre-published the draft Rules. As per available information, 34, 33, 32 and 33 States/Union Territories have pre-published the draft

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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. The four Labour Codes strengthen the protection available to workers, including unorganized workers, in terms of statutory minimum wage, social security and healthcare of workers. With a view to strengthen the collective bargaining power, the concept of Negotiating Union and Negotiating Council for all establishments have been provided in the Industrial Relations Code, 2020. Key features of the Labour Codes relating to protection of workers' right as well as their welfare are as under:-

- **A statutory right to all workers for minimum wages and timely payment of wages.**
- **Safe and healthy working conditions for all workers.**
- **Provision for annual health check-up and formalisation of employment by issuing appointment letters to all employees.**
- **Provision of Workers' Re-skilling Fund for reskilling of retrenched workers.**
- **Women are entitled to work in night, subject to their consent and safety.**
- **Employees' State Insurance Corporation (ESIC) coverage on voluntary basis for establishments having less than 10 employees.**
- **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 and to their family members through ESIC or Employees' Provident Fund Organisation (EPFO).**
- **Setting up of a Social Security Fund for formulating schemes for unorganised workers, etc.**
