

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 574
TO BE ANSWERED ON 24.07.2025**

WEST BENGAL'S REFUSAL TO ENFORCE LABOUR CODES

574. SHRI SAMIK BHATTACHARYA:

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

- (a) whether West Bengal has refused to implement the new labour codes;**
- (b) if so, the specific objections raised by the State Government against the labour codes;**
- (c) steps being taken by Government to address the concerns of West Bengal and bring the State on board with the implementation of the labour codes;**
- (d) whether Government has considered any alternative measures if West Bengal continues to refuse the implementation of the labour codes; and**
- (e) the manner in which the refusal of West Bengal will impact the nationwide rollout of the labour codes and the overall ease of doing business in the country?**

ANSWER

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

(a) to (e): The Central Government has formulated the four Labour Codes; namely; the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 after amalgamating, rationalizing and simplifying the relevant provisions of the existing 29 Central Labour Acts. 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. "Labour" being a subject in the Concurrent List of the Constitution of India, the power to make rules under the Codes has been entrusted to both 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, 32 States/UTs have already pre-published their draft rules under four Labour Codes. West Bengal has not pre-published draft rules under Labour Codes.
