

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1372  
TO BE ANSWERED ON 11.12.2025**

**ENFORCEMENT OF LABOUR CODES**

**1372. SHRI ASHOKRAO SHANKARRAO CHAVAN:**

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

- (a) whether Government has made four Labour Codes— the Code on Wages, the Industrial Relations Code, the Code on Social Security and the Occupational Safety, Health and Working Conditions Code—effective across the country;**
- (b) if so, the details thereof and the date by which these Codes have come into force;**
- (c) the names of States/UT which have completed the process of framing and notifying corresponding rules;**
- (d) the manner in which implementation of these Labour Codes is likely to simplify, rationalise and streamline existing labour laws for workers and employers; and**
- (e) the steps taken to ensure smooth, uniform and effective enforcement of Labour Codes across all the sectors in the country?**

**ANSWER**

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

**(a) & (b): 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 after amalgamating, simplifying and rationalising the relevant provisions of the existing 29 Central Labour Acts. The aforesaid four Labour Codes have come into force from 21.11.2025 across the country.**

**(c): The States/UTs are still in process of finalizing the Rules under the four Labour Codes. As per available information, Code wise status of pre-published Rules by States/UTs are as under:**

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- a) The Code on Wages, 2019: 34**
- b) The Industrial Relations Code, 2020: 35**
- c) The Code on Social Security, 2020: 34**
- d) The Occupational Safety, Health and Working Conditions Code, 2020: 35**

**(d) & (e): The four Labour Codes reduce multiplicity of definitions & authorities, facilitate use of technology in enforcement of labour laws, bring transparency & accountability in enforcement and promote setting up of more enterprises which incentivize economic growth. Simultaneously, it strengthens the protection available to workers, including unorganized workers, in terms of statutory minimum wage, social security and healthcare of workers. 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 retrenched workers.**
- Women are allowed to work at night, and in types of work and establishments 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.**
- Provision 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, gig and platform workers.**

**(e): Further, several National and Regional Labour Conferences were held under chairpersonship of Hon'ble Labour and Employment Minister with States/UTs to discuss issues relating to four Labour Codes. The Ministry is interacting with all stakeholders for smooth implementation of the four Labour Codes.**