

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1374
TO BE ANSWERED ON 11.12.2025**

ROLLING OUT THE LABOUR CODES

1374. SHRI RITABRATA BANERJEE:

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

- (a) whether Government has undertaken a consultation process with the States before rolling out the Labour Codes 2025;**
- (b) if so, the details thereof and if not, the reasons therefor; and**
- (c) the details of States which were not in agreement with the proposed Codes?**

ANSWER

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

(a) to (c): The four Labour Codes were passed after extensive consultations with all stakeholders including State/UT Governments. The comments/concerns raised by the stakeholders were acknowledged and examined before the passage of four Labour Codes.

Further, several National and Regional Labour Conferences were held with States/UTs to discuss issues relating to four Labour Codes.
