

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1393
TO BE ANSWERED ON 11.12.2025**

CONCERNS OF LABOUR UNIONS OVER LABOUR LAWS

1393. SHRI JAVED ALI KHAN:

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

- (a) whether Four New Labour Codes have been implemented across the country on 21st November, 2025;**
- (b) if so, the details thereof, State-wise;**
- (c) whether Labour Unions have raised strong concerns about new laws;**
- (d) if so, the details thereof; and**
- (e) the response of Government thereto?**

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 on 21.11.2025.

The Ministry of Labour and Employment is pursuing with the States/UTs for smooth implementation of the Codes.

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