

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 4418
TO BE ANSWERED ON 02.04.2026**

FRAMING OF RULES UNDER LABOUR CODES

**4418 # SHRI NEERAJ DANGI:
SMT. PHULO DEVI NETAM:**

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

- (a) the number of objections received from stakeholders during the public consultation period in respect of draft Central Rules relating to the new Labour Codes;**
- (b) whether Government has prepared a subject-wise compilation of the comments received and placed the same in the public domain;**
- (c) whether any changes have been made in the final rules based on these representations and if so, the details thereof; and**
- (d) the State/Union Territory-wise status of framing and notification of respective State Rules under each Code and the steps taken by Government to ensure harmonization and timely implementation thereof?**

ANSWER

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

(a) to (d): The Central Government has implemented the four Labour Codes, viz; 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 w.e.f. 21.11.2025. Further, the Ministry of Labour and Employment has also pre-published the draft Central Rules under the aforesaid four Labour Codes on 30.12.2025 for seeking objections and suggestions from stakeholders. The Ministry has also conducted five regional conferences during Jan- Feb, 2026 to sensitise all States/UTs to finalise their rules under the four Codes for smooth implementation across the country.
