

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 4424
TO BE ANSWERED ON 02.04.2026**

DEMAND OF TRADE UNIONS ON LABOUR CODES

4424. SHRI PRAMOD TIWARI:

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

- (a) whether four new Labour Codes have been notified for implementation;**
- (b) if so, the details thereof;**
- (c) whether a number of trade unions have condemned the rollout of new labour codes;**
- (d) if so, the details of their main demands; and**
- (e) Government's reaction thereto?**

ANSWER

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

(a) to (e): 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 after amalgamating, simplifying and rationalising the relevant provisions of the existing 29 Central Labour Acts. The aforesaid four Labour Codes have come into effect from 21.11.2025.

The Labour Codes strengthen 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 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.**

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- **Women are allowed to work at night, and in all 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 unorganised workers, gig and platform workers.**

While formulating the Labour Codes, widespread consultations were made by the Ministry of Labour and Employment with various stakeholders across the States/UTs. Further, nine tripartite consultation meetings were held with the representatives of Central Trade Unions and Employers Associations on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 to finalise the Codes. Additionally, 03 tripartite meetings; inviting representatives of all Central Trade Unions and Employers' Associations, were also held on 24.12.2020, 12.01.2021 and 20.01.2021 to discuss the draft Rules framed under the four Labour Codes.
