

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 734  
TO BE ANSWERED ON 05.02.2026**

**IMPLEMENTATION OF LABOUR CODES IN MAHARASHTRA**

**734. DR. MEDHA VISHRAM KULKARNI:**

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

- (a) whether Government is aware of recent comprehensive labour law reforms that consolidated 29 labour statutes into four Labour Codes to simplify compliance and strengthen worker rights;**
- (b) if so, the specific actions taken to implement these Labour Codes in Maharashtra, including awareness campaigns for employers and workers;**
- (c) whether an assessment has been conducted on the impact of these reforms on employment, especially in industrial hubs like Pune, Mumbai and Nagpur; and**
- (d) if so, the results of such assessments including changes in employment figures, dispute resolution timelines and worker welfare enhancements?**

**ANSWER**

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

**(a) to (d): The Central Government has formulated the four Labour Codes; viz; 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 amalgamation, simplification and rationalisation of existing 29 Central Acts and the same has been implemented across the country including in Maharashtra w.e.f. 21.11.2025. The four Labour Codes strengthen the protection available to workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare of workers. The four Labour Codes reduce multiplicity of definitions & authorities, facilitate use of technology in enforcement of labour laws, brings transparency & accountability in enforcement which will promote setting up of more enterprises and incentivize economic growth, labour welfare and quality employment generation. Further, Two-Member Industrial Tribunal has also been introduced under the Industrial Relations Code, 2020 for quicker dispute resolution.**

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