

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2179
TO BE ANSWERED ON 06.08.2026**

IMPLEMENTATION OF LABOUR CODES

2179. SHRI AJAY MAKAN:

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

- (a) the status of implementation of Labour Codes and the reasons for delay, if any;**
- (b) the latest estimate of unemployment rate, as per the Periodic Labour Force Survey;**
- (c) the number of gig and platform workers registered on e-Shram portal and the social security benefits extended to them; and**
- (d) the steps taken for creation of employment?**

ANSWER

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

(a) to (d): The Government of India has implemented 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 (OSH&WC) Code, 2020 with effect from 21st November, 2025. The Central Rules under the said Labour Codes have been notified on 8th May, 2026.

Since 'Labour' falls under the concurrent subject, the States/UTs are also required to frame Rules under the Labour Codes. Most of the States/UTs have already taken measures and have finalised or published/pre-published the Rules under the Labour Codes.

As per the Periodic Labour Force Survey (PLFS) for June 2026, the unemployment rate for persons of age 15 years and above in the country stood at 5.5%.

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The Ministry of Labour and Employment launched eShram portal (eshram.gov.in) on 26th August, 2021 for creation of a comprehensive National Database of Unorganised Workers (NDUW) including platform workers, migrant workers etc. The eShram portal registers the unorganised workers including gig and platform workers and provides them a Universal Account Number (UAN) on a self-declaration basis. Over 31.82 crore unorganised workers have already been registered on the eShram portal including 11.05 lakhs platform based gig workers. Ministry of Labour and Employment launched the eShram–“One-Stop-Solution” on 21st October 2024 which entails integration of different social security/ welfare schemes at single portal and enables unorganised workers registered on eShram to access social security schemes and see benefits availed by them so far, through eShram.

Further, for the first time, the definition of ‘gig workers’ and ‘platform workers’ and provisions related to the same have been provided in the Code on Social Security, 2020 which have come into force on 21.11.2025. The Code provides for framing of suitable social security schemes for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. The Code provides for setting up of a Social Security Fund to finance these welfare schemes. The Code also has provisions to constitute a National Social Security Board for the purposes of the welfare of gig workers and platform workers.

Employment generation coupled with improving employability is the priority of the Government.

The Government is implementing Employment Linked Incentive (ELI) Scheme named as the Pradhan Mantri Viksit Bharat Rozgar Yojana to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. The scheme with an outlay of Rs 99,446 Crore aims to incentivize the creation of more than 3.5 Crore jobs in the country, over a period of 2 years. The PMVBRY is a demand-driven scheme. Under part A, incentive amount of Rs 744.7 crore has been disbursed to 13.18 lakh first timer employees; and under Part B, incentive amount of Rs 2068.84 crore has been disbursed to 83,535 beneficiary establishments.

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Additionally, Government is also implementing Skill India Mission (SIM) to deliver skill, re-skill and up-skill training through an extensive network of skill development centres/ schools/ colleges /institutes etc. under various schemes.

Further, Ministry of Labour and Employment is running the National Career Service (NCS) Portal which is a one-stop solution for providing career related services including jobs from private and government sectors, information on online & offline job fairs, job search & matching, career counselling, vocational guidance, information on skill development courses, skill/training programmes etc. through a digital platform [www.ncs.gov.in].
