

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2186
TO BE ANSWERED ON 06.08.2026**

DELAY IN IMPLEMENTATION OF LABOUR CODES

2186. SHRI IMRAN PRATAPGARHI:

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

- (a) whether Government has taken note that the Labour Codes have not yet been fully implemented despite being enacted several years ago;**
- (b) the reasons for the delay, State-wise;**
- (c) whether any timeline has been fixed for their implementation; and**
- (d) the measures taken to safeguard workers' rights during the interim period?**

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 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. However, a few States/UTs are in the process of pre-publishing/finalising the Rules.

Those provisions of the Codes which do not require any rule to be notified, are already in force. However, in the States, during the transition period, existing rules, regulations, notifications, standards and schemes under the repealed laws will continue to operate, in so far as they are not inconsistent with the provisions of the new Labour Codes, ensuring continuity and avoiding any legal vacuum.