

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 572
TO BE ANSWERED ON 23.07.2026**

IMPLEMENTATION OF LABOUR CODES

572. SHRI CHANDRAKANT DAMODAR HANDORE:

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

- (a) the current status of implementation of Labour Codes across various States and Union Territories, and the timeline for their complete enforcement;**
- (b) the specific measures being taken by the Ministry to extend statutory social security benefits, such as health and retirement funds, to gig workers and platform workers; and**
- (c) the steps taken to finalize and operationalize the centralized database for Inter-State migrant workers to ensure portability of their rights and benefits?**

ANSWER

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

(a): 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 & have finalised or published/pre-published the Rules under the Labour Codes and a few States/UTs are in the process of pre-publishing/finalising the Rules.

(b): The gig workers and the platform workers have been defined for the first time in the Labour Code for the purpose of formulating schemes to provide social security benefits relating to life and disability cover, accident insurance, health and maternity benefits, old age protection etc.

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(c): The Government has developed e-Shram portal for creating a National Database of Unorganized Workers (NDUW). It is the first-ever National Database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. The NDUW has details of name, occupation, address, occupation type, educational qualification, skill types etc. for optimum realization of their employability and extend the benefits of the social security schemes to them.
