

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 574
TO BE ANSWERED ON 23.07.2026**

IMPLEMENTATION OF LABOUR CODES

574. # SMT. PHULO DEVI NETAM:

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

- (a) the current status of implementation of new Labour Codes;**
- (b) the number of States/Union Territories which have, so far, drafted and notified their respective State Rules under the Codes; and**
- (c) whether Government is holding any tripartite talks to address the objections raised by certain State Governments or central trade unions regarding specific provisions of the Codes?**

ANSWER

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

(a) to (c): 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.

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.

The four Labour Codes were passed after extensive consultations with all stakeholders including States/UTs.

Further, the Central Rules were pre-published on 30.12.2025 for inviting comments/suggestions of the stakeholders. After consultations and consideration of the comments of stakeholders, the Central Rules were notified on 8th May, 2026.

In addition, several National and Regional Labour Conferences were held with States/UTs during 2025-26 to discuss issues relating to four Labour Codes.
