

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1127
TO BE ANSWERED ON 29.07.2024**

REGARDING THE NEW LABOUR CODES

1127. SHRI MANISH TEWARI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has undertaken any study/discussion with labour groups and other bodies to understand the issues presented by the Act, if so, the details thereof;**
- (b) whether the Government has proposed to make changes to the code based on discussions, if so, the details thereof;**
- (c) the details of tentative date for notifying the implementation of the new labour codes and the cause of the delay in implementation;**
- (d) whether the Government has proposed to re-introduce the amended labour codes in Parliament, after discussions with the relevant stakeholders; and**
- (e) whether the Government has conducted any study to analyze the impact of the new codes on the income of factory/industry workers and the unorganized sector, if so, the details thereof?**

ANSWER

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

(a): The Government has undertaken nine tripartite consultations on all the four Codes on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 inviting all Central Trade Unions, Employers' Associations and State Governments.

The 4 Labour Codes were also placed on the website for inviting comments from all stakeholders including general public. All the Codes were referred to the Parliamentary Standing Committee on Labour for examination which, in the process of examination of the Codes, had invited the views/ suggestions from Trade Unions/ Organizations/ Individuals/ Stakeholders and also took oral evidence of the representatives of Central Trade Unions and various other Associations/ Organisations/ Stakeholders.

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(b): No.

(c): “Labour” as a subject is in the Concurrent List of the Constitution of India and under the Codes, the power to make rules has been entrusted to Central Government as well as State Governments. As a step towards implementation of the four Labour Codes, the Central Government has pre-published the draft Rules, inviting comments of all stakeholders. As per available information, 32, 30, 31 and 31 State/Union Territories have pre-published the draft Rules under 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 respectively.

(d): No.

(e): No.
