

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 29
TO BE ANSWERED ON 25.11.2024**

IMPLEMENTATION OF THE CODES

29. SHRI EATALA RAJENDER:

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

- (a) whether the Government has sought the co-operation of various trade unions to implement the controversial legislation as the Codes are not yet operational owing to their objections;**
- (b) whether some States are yet to frame the Rules for the said Codes and the Government is helping those States which could not draft the Rules to complete the process, if so, the details thereof;**
- (c) whether the Central Trade Unions (CTUs) had opposed the implementation of the Codes citing that the rights of Trade Union and social security measures for workers are curtailed, if so, the details thereof; and**
- (d) the present status of their implementation along with corrective steps being taken by the Government in this direction, Code-wise and State-wise?**

ANSWER

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

(a) & (b): "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 four Labour Codes, the Central Government has pre-published the draft Rules.

After notifying Codes, Government has undertaken three tripartite consultations on the draft Central Rules under all the four Codes on 21.12.2020, 12.01.2021 and 20.01.2021.

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As per available information, 32, 31, 31 and 31 States/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. For remaining States/UTs, several meetings were held for facilitating them to frame their respective Rules within the ambit of Labour Codes.

(c): With a view to strengthen the collective bargaining power, Government has incorporated the concept of Negotiating Union and Negotiating Council for industrial establishments in the Industrial Relations Code, 2020. Further, provisions for extending the coverage of social security benefits to unorganized workers, including gig workers and platform workers have also been envisaged in the Code on Social Security, 2020.

(d): As per available information, 04, 05, 05 and 05 States/Union Territories have not pre-published their 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. Meetings were held with those States/UTs to facilitate them for framing draft Rules within the ambit of Labour Codes.
