

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2630
TO BE ANSWERED ON 17.03.2025**

FOUR LABOUR CODES

†2630. SHRI PARBHUBHAI NAGARBHAI VASAVA:

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

- (a) the current status of implementation of the four labour codes in the country;**
- (b) the number of States that have framed rules under the new labour codes so far;**
- (c) the details of steps being taken by the Government to ensure uniform implementation of the labour codes across the country;**
- (d) whether the Government has assessed the impact of the labour codes on workers' rights and job security, if so, the details thereof; and**
- (e) the measures undertaken to ensure that the employers comply with the new wage code?**

ANSWER

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

(a) to (e): "Labour" as a subject is in the Concurrent List of the Constitution of India and under the Labour Codes, the power to make Rules has been entrusted to Central Government as well as State/UT Governments. As a step towards implementation of the four Labour Codes, the Central Government has pre-published the draft Rules. As per available information, 34, 33, 32 and 33 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.

In order to achieve harmony between Centre-State/UTs Rules and among States/UTs Rules, various consultations have been held.

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Four Labour Codes envisage provisions for strengthening the protection available to workers, including unorganized workers in terms of statutory minimum wage and its timely payment, social security, occupational safety, healthcare of workers, etc. Statutory provision has also been made for the first time to issue appointment letter to every employee of the establishment which leads to formalized contract of employment that increases job security.

Provision for compliance with the Code on Wages, 2019 includes appointment of Inspector-cum-Facilitator who would advise employers relating to compliance with provision of the Code, random inspections, etc.
