

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4051
TO BE ANSWERED ON 18.08.2025**

FOUR LABOUR CODES

4051. MS MAHUA MOITRA:

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

- (a) the status of implementation of the four Labour Codes across the country, States/UT-wise;**
- (b) whether the Government acknowledges that despite merging 29 pre-existing laws into four labour codes the Wages, Social Security, Occupational Safety and Health along with Industrial Relations Codes, the said reforms largely continue to exclude the vast majority of Indian workers employed in informal sectors with only the Wages Code and parts of the Social Security Code extending nominal coverage to them and if so, the details thereof;**
- (c) whether it is a fact that critical sectors-such as construction, agriculture, home-based work and contract labour-remain outside the ambit of essential rights like safety, regulated working hours, freedom to strike and guaranteed minimum wages under the new Codes;**
- (d) the steps taken/being taken by the Government to incorporate feedback from Trade Unions, State Governments and informal sector representatives prior to notifying rules; and**
- (e) whether the Government intends to revise or supplement these Codes, either through amendments or new legislation to ensure universal minimum wages, worker safety, enforceable rights to collective bargaining and the right to strike for all informal and gig economy workers comparable to protections in the formal sector and if so, the details thereof?**

ANSWER

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

(a): The Government has formulated 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 Code, 2020 and published these Codes in the Official Gazette for general information. "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

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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, 33 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.

(b) & (c): The Labour Codes strengthen the protection available to workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare of workers. The Code on Wages, 2019 has universalized statutory right for minimum wages and timely payment of wages to all workers to support sustainable growth and inclusive development. The Occupational Safety, Health and Working Conditions Code, 2020 provides the provisions for building workers, contract labours etc. to ensure safety, health and working conditions of these workers. Besides, the Code on Social Security, 2020 aims to extend social security benefits to all workers both in the organised and unorganized sectors. The provisions introduced in the Code on Social Security, 2020 to enhance coverage of social security are as follows :

i. The coverage of Employees' State Insurance Corporation (ESIC) has been extended pan-India as against notified districts/areas. Further, ESIC coverage on voluntary basis for establishments having less than 10 employees has been introduced. Further, benefits under ESIC can also be made applicable to an establishment which carries on hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed.

ii. The Code envisages a Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.

iii. The Central Government has been empowered to extend benefits to unorganized workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization.

(d): Three tripartite meetings; inviting representatives of all Central Trade Unions and Employers' Associations; were also convened to discuss the draft Rules framed under the 4 Labour Codes on 24th December, 2020, 12th January, 2021 and 20th January, 2021 respectively.

(e): There is no proposal to amend the aforesaid Labour Codes.