

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA**

**UNSTARRED QUESTION NO. 4092  
TO BE ANSWERED ON 18.08.2025**

**IMPLEMENTATION OF LABOUR LAWS**

**4092. SHRI RAJU BISTA:**

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

- (a) the details of inspections conducted by the Government in tea gardens of West Bengal to verify compliance with labour codes during the last five years, year-wise, particularly in tea gardens of Darjeeling, Kalimpong and North Dinajpur districts of West Bengal;**
- (b) the details of violations recorded and action taken against defaulting tea gardens during the above period, year-wise;**
- (c) the reasons for delay in the implementation of the Four New Labour Codes for the tea gardens of North Bengal; and**
- (d) the steps taken by the Government to expedite the implementation of the said Labour Codes?**

**ANSWER**

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

**(a) to (d): 29 Labour Acts have been subsumed under 04 Labour Codes viz., The Code on Wages, 2019, The Industrial Relations Code, 2020, The Occupational Safety, Health and Working Conditions Code, 2020 and The Code on Social Security, 2020.**

**Once the Codes come into effect, inspections to verify compliance of the provisions of the Codes can begin.**

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