

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1270
TO BE ANSWERED ON 08.12.2025**

**SIMPLIFICATION, ENFORCEMENT AND TECHNOLOGICAL
STRENGTHENING OF LABOUR LAWS**

**1270. SMT. SMITA UDAY WAGH:
SHRI ANUP SANJAY DHOTRE:**

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

- (a) the details of the progress made by the Government so far in simplifying and consolidating labour laws under the four Labour Codes, along with the current status of their implementation in the country State-wise, particularly in Maharashtra;**
- (b) the details of the measures adopted by the Government to ensure strict enforcement and compliance with labour regulations across major industries and MSME clusters, including those operating in districts such as Jalgaon Lok Sabha Constituency in Maharashtra;**
- (c) the details of the steps taken by the Government to strengthen inspection systems, grievance redressal mechanisms and worker protection frameworks, especially to prevent exploitation of unorganised and contractual labour;**
- (d) the manner in which technology-based tools such as online compliance portals, unified inspection systems, AI-enabled risk assessment and digital dashboards are being used to monitor labour law enforcement effectively; and**
- (e) whether the Government is taking any specific initiatives to promote formalisation of informal sector workers, enhance social security coverage and improve access to welfare schemes for the workforce in Maharashtra, including Jalgaon, if so, the details thereof?**

ANSWER

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

- (a): The Central Government has formulated the four Labour Codes, namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational**

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Safety, Health and Working Conditions Code, 2020 after amalgamating, simplifying and rationalising the relevant provisions of the existing 29 Central Labour Acts. The aforesaid four Labour Codes have come into effect from 21.11.2025 across the country including Maharashtra.

(b): Various organisations under Ministry of Labour and Employment such as CLC(C), ESIC, EPFO, Directorate General of Employment (DGE), Directorate General Factory Advice Service and Labour Institutes (DGFASLI), Directorate General of Mines Safety (DGMS) are entrusted with the mandate of enforcement and compliance of labour laws in industries under the Central Sphere. In case of any grievance/complaints received from any stakeholder, concerned enforcement authority(ies) initiates appropriate action.

(c) & (d): To strengthen the Inspection system, a scheme is under implementation under which regular inspections are being conducted of the establishments covered under the Central Sphere for effective enforcement of various labour laws. Further, Central Analysis and Intelligence Unit (CAIU) has been set up for collecting and analysing field level data and complaints to cause need based inspections towards proper enforcement of labour laws.

With respect to grievance redressal, IT initiatives like SAMADHAN Portal has been developed to address the grievances of workmen by providing a single, transparent, and efficient digital platform for resolving industrial disputes and grievances related to employment. Further, workers can also register their complaints through online Centralised Public Grievance Redress and Monitoring System (CPGRAMS). It is a single portal connected to all the Ministries/Departments of Government of India and States. Every Ministry and States have role-based access to this system.

Further, Shram Suvidha Portal launched in Ministry of labour and Employment has played an important role in improving efficiency, reducing delays and enhancing access and transparency. The portal is developed to facilitate registration, license, randomised risk-based inspection, return filing, etc. and envisaged as a single point of contact between employer and enforcement agencies bringing in transparency in their day-to-day interactions.

(e): Under the Code on Social Security, 2020 benefits have been extended to all workers across sectors/regions including Maharashtra. Some of the key provisions, inter alia, envisaged in the aforesaid Code are as under:-

- (i) Extension of social security benefits to all types of workers including unorganised workers, gig workers and platform workers and the members of their families.**
- (ii) Setting up of Social Security Fund for formulating schemes for welfare of the unorganised workers, gig workers and platform workers.**
