

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2484
TO BE ANSWERED ON 15.12.2025**

FEATURES OF NEW LABOUR CODES

2484. SHRI TATKARE SUNIL DATTATREY:

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

- (a) the details of the salient features of the new labour codes introduced by the Government;**
- (b) whether the said codes will enhance the ease of doing business in the country and if so, the details thereof;**
- (c) whether the said codes will simultaneously ensure compliance and uphold workers' rights; and**
- (d) the details of the provisions under the new codes regarding working hours, overtime pay and to expand social security?**

ANSWER

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

(a) to (d): The four Labour Codes reduce multiplicity of definitions & authorities, facilitate use of technology in enforcement of labour laws, bring transparency & accountability in enforcement and promote employment generation. Simultaneously, it strengthens the protection available to workers, including unorganized workers, in terms of statutory minimum wage, social security and healthcare of workers. The following are the salient features of the Labour Codes:

- i. Uniform Definitions: Wages, Employee, Worker etc.**
- ii. Leveraging technology: Electronic forms, registers and returns**
- iii. Transparency in enforcement**
- iv. Inspector-cum-Facilitator in place of Inspector**
- v. Randomized Web-based Inspection System**
- vi. Higher female labour force participation**
- vii. Right to work in all roles; work at night with consent**
- viii. Crèche facility in establishments having 50 or more employees**
- ix. Flexibility in fixing working & overtime hours to Appropriate Government.**

Code-wise salient features are briefly given hereunder:

Code on Wages 2019

- **Universalisation of minimum wages to all employments as against scheduled employment in the existing Act.**
- **‘Floor Wage’ has been made Statutory which will be notified by Central Government. Minimum rates of wages fixed by the appropriate Government shall not be less than floor wage.**
- **Promote gender neutrality and prohibit discrimination in recruitment and wage payment, including transgender.**
- **Timely payment of wages to all employees.**
- **Allowances exceeding 50% made part of wages which will enhance maternity benefits, gratuity, EPF, EPS Contribution, etc.**

Industrial Relations Code 2020

- **Fixed Term Employment (FTE) introduced where an employee gets all the benefits at par with permanent worker. Proportionate gratuity on completion of 1 year of service.**
- **Statutory ‘Negotiating Union’ and ‘Negotiating Council’ to facilitate collective bargaining.**
- **Two-Member Industrial Tribunal as against one member for speedy disposal of industrial disputes. Equal representation of employer and employee in Grievance Redressal committee.**
- **Penalties for violations rationalized and made commensurate with gravity of offence.**

Code on Social Security, 2020

- **Social Security cover to all workers including unorganised workers, Gig & Platform workers.**
- **To cater to new forms of employment, definitions of aggregator, gig worker, platform workers introduced**
- **Universal coverage of ESIC, extended pan-India against in notified districts/areas at present.**
- **ESIC benefits extended to establishments with less than 10 employees on voluntary basis**
- **Mandatory ESIC coverage to establishments employing even single employee, involving hazardous process.**

- **Universal coverage of EPFO, now applies to all establishments employing 20 or more employees. The existing provision of schedule has been removed.**

OSH & WC Code 2020

- **The Code provides for universal application of occupational safety, health and welfare standards in all establishments having 10 or more workers and even for establishment with one employee, carrying out hazardous or life-threatening occupations.**
- **Formalization of employment through mandatory issue of appointment letter.**
- **Employer to provide free of cost annual health check-up for employees above the specified age.**
- **Definition of Inter-State Migrant Worker expanded that includes migrant workers employed by contractor, and also self-migrated workers. They are entitled for (a) annual lump-sum travel allowance, (b) portability of benefits**
- **Women workers are allowed to work in all establishments, for all types of work including during night subject to their consent and safety.**
