

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1523
TO BE ANSWERED ON 09.02.2026**

IMPLEMENTATION OF FOUR LABOUR CODES

1523. SHRI KARAN BHUSHAN SINGH:

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

- (a) the details of safeguards provided under the Labour Codes to prevent exploitation of women and young workers engaged in the gig and platform economy including details of social security coverage, safety provisions and grievance redressal mechanisms;**
- (b) the manner in which the Government proposes to ensure effective implementation of the national floor wage under the Code on Wages in Uttar Pradesh in view of significant rural-urban and inter-regional variations in the cost of living within the State;**
- (c) the details of the number of two-member Industrial Tribunals established and made functional in Uttar Pradesh under the Industrial Relations Code, 2020 till date; and**
- (d) the details of the financial, technical and digital support extended by the Union Government to the State Government of Uttar Pradesh for effective implementation of the Four Labour Codes, particularly in labour-intensive districts of the State?**

ANSWER

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

(a): The Code on Social Security, 2020 has come into force on 21.11.2025 with the objective to consolidate and simplify the existing social security laws into a single framework and to extend social security coverage to all workers, including organized, unorganized, gig, platform, and self-employed workers, by ensuring universal access to social security benefits, promoting portability of benefits across employments and States, enabling the Central and State Governments to frame appropriate schemes, leveraging technology for efficient delivery, and clearly defining the roles of governments, employers, and aggregators in order to provide comprehensive social protection to the workforce in line with evolving labour market conditions.

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For the first time, the definition of ‘gig workers’ and ‘platform workers’ and provisions related to the same have been provided in the Code on Social Security, 2020.

The Code provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. The Code also provides for setting up of a Social Security Fund for financing of social security and welfare schemes for gig and platform workers.

The Code has provisions for setting up a toll-free call centre, or helpline or facilitation centres for unorganised, gig, and platform workers by the appropriate Government. These facilities are to disseminate information on available social security schemes, facilitate filing, processing and forwarding of application forms for registration, assist to obtain registration and facilitate the enrolment of the registered unorganized workers, gig workers and platform workers in the social security schemes.

(b): Under the provisions of the Minimum Wages Act 1948, the Central Government and the State Governments, as appropriate Government, fix, review and revise the minimum wages of the employees employed in the Scheduled employments under their respective jurisdictions. Further, in order to take care of the rising prices, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months, effective from 1st April and 1st October of every year on the basis of Consumer Price Index for Industrial workers. The Minimum Wages Act, 1948 has been subsumed in the Code on Wages, 2019 and the Code has been enforced on 21.11.2025.

The minimum wage rates are determined and revised according to the specific needs and economic conditions of each region, which results in variations across different States and sectors.

The Code on Wages, 2019 makes the floor wage as a statutory provision. Section 9 of the Code on Wages, 2019 provides for fixing of floor wage by the Central Government. Further, the Code stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be less than the floor wage.

(c): The Industrial Relations Code, 2020 has provided the appropriate Government to constitute Industrial Tribunals for adjudication of industrial disputes and related functions. For State Public Sector Undertakings (PSUs) and State-controlled establishments, the State Government is the appropriate Government.

(d): In order to ensure simplification of formats, ease of compliance, transparency in inspections and speedy redressal of grievances, Ministry of Labour & Employment has developed two web portals viz., Shram Suvidha Portal (SSP) for online registration of units, reporting of inspections, submission of annual returns and redressal of grievances and Samadhan Portal for redressal of grievances. With reference to Information Technology (IT) preparedness of States and Union Territories (UTs), due deliberations have been held across all States and UTs including Uttar Pradesh for effective implementation of Labour Codes. These include options for the States/UTs to either fully onboard on the SSP and Samadhan Portal or integration through State Portals with Application Programming Interface (API). The above integration framework is intended to ensure uniform national implementation of the Labour Codes and seamless Centre-State coordination.
