

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 254
TO BE ANSWERED ON 02.02.2026**

IMPLEMENTATION OF FOUR LABOUR CODES

254. SHRI JAGDAMBIKA PAL:

DR. RAJESH MISHRA:

SHRI BALABHADRA MAJHI:

SMT. KAMALJEET SEHRAWAT:

SHRI VIJAY KUMAR DUBEY:

SHRI RAHUL SINGH LODHI:

SHRI MANOJ TIWARI:

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

- (a) the details of the key features and objectives of the four Labour Codes, brought into effect from 21 November 2025, particularly with reference to workers and employers in the tribal areas of Odisha;**
- (b) the details of the simplified compliance mechanisms introduced under the said Labour Codes, such as single-window filing, web-based inspections and uniform definitions for workers and establishments;**
- (c) the manner in which the mechanisms are being implemented in the tribal-dominated areas of Odisha;**
- (d) whether the Government has devised any monitoring or evaluation framework to assess the outcomes of the implementation of the said Labour Codes including their impact on ease of doing business, workplace safety and formalisation of the workforce particularly in the tribal areas of Odisha; and**
- (e) if so, the details thereof?**

ANSWER

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

(a) to (e): The Central Government has implemented the four Labour Codes viz; the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 across the country, including Odisha, w.e.f. 21.11.2025. The four Labour Codes

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provide for single registration, licencing and return, reduce multiplicity of definitions & authorities, facilitate use of technology, bring transparency & accountability in enforcement. Simultaneously, it strengthens the protection available to workers, including unorganized workers and promotes formalisation of workforce.

Further, the Shram Suvidha Portal (SSP) under Ministry of Labour and Employment acts as a single unified web portal for online registration of units, reporting of inspections and submissions of annual returns, thereby improving ease of doing business, reducing delays and enhancing access and transparency. The portal also captures comprehensive sector/industry-wise and State-wise data relating to units registering on the portal, their compliance reporting status, and submission of statutory returns.

**The following are the salient features of the Labour Codes:
Code on Wages 2019:**

- **Universalisation of minimum wages to all employments as against scheduled employment in the previous 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, Employees Provident Fund (EPF), Employees Pension Scheme (EPS) Contribution, etc.**

Industrial Relations Code 2020:

- **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.**
- **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.**
- **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 Employees' State Insurance Corporation (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 Employees' Provident Fund Organization (EPFO), now applies to all establishments employing 20 or more employees. The existing provision regarding schedule of industries 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.**
