GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 319
TO BE ANSWERED ON 02.02.2026

RULES FOR LABOUR CODES

319. SHRI V K SREEKANDAN:

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

(a) whether it is a fact that the Government has prepublished the draft Rules for the four Labour Codes and if so, the details thereof;

(b) whether the Government has sought public response to it by giving 45 days' time and if so, the details thereof and if not, the reasons therefor;

(c) whether it is also a fact that many Central Trade Unions have called for general strike protesting against the said move;

(d) if so, whether the Government is considering to have further talks with all the Central Trade Unions; and

(e) if so, the details thereof and if not, the reasons therefor?

ANSWER

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

(a) to (e): The Central Government has implemented the four Labour Codes, namely the Code on Wages, 2019; the Code on Social Security, 2020 (CoSS); the Industrial Relations Code, 2020 (IR Code); and the Occupational Safety, Health and Working Conditions Code, 2020 (OSH&WC Code), with effect from 21.11.2025. Further, the Central Government has pre-published the draft Rules under the four Labour Codes on 30.12.2025, inviting comments from stakeholders. A period of 45 days has been provided for submission of comments under three Codes, namely the Code on Wages, 2019, the CoSS, 2020 and the OSH&WC Code, 2020 whereas a period of 30 days has been prescribed under the IR Code, 2020. The four Labour Codes were enacted after extensive consultations with all stakeholders, including Central Trade Unions. The comments and concerns raised by stakeholders were duly acknowledged and examined prior to the enactment of the four Labour Codes. The Ministry of Labour and Employment continues to engage with stakeholders, including Central Trade Unions, to ensure the smooth and effective implementation of the Codes.

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