

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4891  
TO BE ANSWERED ON 23.03.2026**

**LABOUR LAW REFORMS AND COMPLIANCE**

**4891. SHRI ANUP SANJAY DHOTRE:**

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

- (a) the progress made by the Government in simplifying and consolidating labour laws;**
- (b) the manner in which the Government is enforcing compliance with labour regulations across the industries;**
- (c) the details of steps taken/being taken by the Government to enhance inspection and grievance redressal mechanisms;**
- (d) the manner in which the technology is being used by the Government to monitor the enforcement of labour law; and**
- (e) whether there is any efforts made by the Government to promote formalization of informal sector employment and 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 viz; the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 after amalgamating, rationalizing and simplifying the 29 Central Labour Acts. These four Labour Codes have come into effect from 21.11.2025.**

**(b) to (d): Shram Suvidha Portal(SSP) was launched on 16<sup>th</sup> October, 2014 by the Ministry of Labour and Employment to reduce compliance burden by providing one-stop solution for online single registration, licence, return filing to business entities along with a web-based randomised risk based inspection system, thereby reducing manual intervention, subjectivity and improving accountability. This will also facilitate online monitoring and increasing in transparency in enforcement of central labour laws. Further, under the Codes, the**

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**Inspectors are now designated as Inspector-cum-Facilitators to support compliance and guide the employers and workers. A dedicated help-desk has also been set up for grievance redressal relating to the portal.**

**(e): Labour Codes envisage provisions for strengthening the protection available to workers, including unorganized workers in terms of statutory minimum wage and its timely payment, social security, occupational safety, healthcare of workers, etc. Statutory provision has also been made for the first time for employers to issue appointment letter to every employee of the establishment which will facilitate formalization of employment.**

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