

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4899
TO BE ANSWERED ON 23.03.2026**

LABOUR CODES IMPLEMENTATION

**4899. SHRI ANTO ANTONY:
SHRI BENNY BEHANAN:**

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

- (a) the details of total number and nature of stakeholder objections received during the public consultation period on the draft Central Rules pertaining to the new Labour Codes;**
- (b) whether the Government has prepared and placed in the public domain any issue-wise compendium of comments received and if so, the details thereof;**
- (c) whether any modifications were made to the final rules based on the said representations and if so, the details thereof, rule-wise; and**
- (d) the details of status of framing and notifying corresponding State Rules under each Code and steps taken/being taken by the Government to ensure harmonisation and timely roll-out, State/UT-wise?**

ANSWER

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

(a) to (d); 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 w.e.f. 21.11.2025. Further, the Ministry has also pre-published the draft Central Rules under the aforesaid four Labour Codes on 30.12.2025 for seeking objections and suggestions from stakeholders. The Ministry has conducted five regional conferences during Jan- Feb, 2026 to sensitise all States/UTs to finalise their rules under the codes for smooth implementation across the country.
