

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA**

**UNSTARRED QUESTION NO. 5790
TO BE ANSWERED ON 30.03.2026**

LABOUR LAW REFORMS

5790. SHRI SHAHU SHAHAJI CHHATRAPATI:

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

- (a) whether Micro, Small and Medium Enterprises (MSMEs) Associations from Maharashtra, including Kolhapur district, were consulted by the Government during the labour law reforms and if so, the details thereof; and**
- (b) whether their suggestions were examined by the Government and if so, the details thereof?**

ANSWER

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

(a) & (b): 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 across the country.

While formulating the Labour Codes, widespread consultations were made with various stakeholders across the States/UTs including Maharashtra. Further, nine tripartite consultation meetings were held with the representatives of Central Trade Unions and Employers Associations on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 to finalise the Codes. Additionally, 03 tripartite meetings; inviting representatives of all Central Trade Unions and Employers' Associations, were also held on 24.12.2020, 12.01.2021 and 20.01.2021 to discuss the draft Rules framed under the 4 Labour Codes.
