

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 5877
TO BE ANSWERED ON 30.03.2026**

**IMPLEMENTATION OF FOUR LABOUR CODES
5877. SMT. KRITI DEVI DEBBARMAN:**

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

- (a) The details of current status of notification and implementation of the four Labour Codes in the country, States/UT-wise;**
- (b) the details of institutional and digital mechanisms established to simplify compliance, including unified registrations, returns and inspections;**
- (c) whether any risk-based inspection system and common licensing framework have been operationalised by the Government to reduce compliance burden on industry while safeguarding welfare of workers and if so, the details thereof; and**
- (d) whether any measurable impact has been observed in terms of reduction in compliance costs, improved ease of doing business and enhanced transparency in labour administration and if so, the details thereof?**

ANSWER

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

(a): 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.

(b) to (d): The four Labour Codes have provisions for reducing compliance burden and enabling flexible, modern work arrangements thereby facilitating employment, improved ease of doing business and pro-worker labour ecosystem.

Further, in order to simplify compliance by the industry, online single registration, licence, return filing and randomised web-based inspection system are in place through Shram Suvidha Portal for transparent, accountable and efficient inspection system without diluting the monitoring standards and safeguarding welfare of workers.
