

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1162  
TO BE ANSWERED ON 27.07.2026  
NEW LABOUR CODES**

**1162. SHRI PRADEEP PUROHIT:**

**SHRI PRADEEP KUMAR SINGH:  
SHRI SATISH KUMAR GAUTAM:  
SMT. MAHIMA KUMARI MEWAR:  
SHRI LUMBARAM CHOUDHARY:  
SHRI BIDYUT BARAN MAHATO:  
SHRI DINESHBHAI MAKWANA:  
SHRI DILIP SAIKIA:  
SHRI AVIMANYU SETHI:  
SMT. KAMALJEET SEHRAWAT:  
SHRI PRAVEEN PATEL:  
SHRI BIBHU PRASAD TARAI:  
DR. HEMANT VISHNU SAVARA:**

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

- (a) the details of the measures taken by the Government to ensure smooth coordination between the Union and State Governments for the implementation of the Labour Codes;**
- (b) whether any specific IT intervention scheme has been formulated to provide technical assistance to the States and if so, the details thereof;**
- (c) the details of the new provisions introduced by the Government in the new Labour Codes to ensure the medical security of workers, including those in the unorganized sector;**
- (d) the details of the initiatives taken by the Government under the said new Codes to increase workforce participation from the marginalized groups;**
- (e) the role of the State Governments in the all-India integrated registration, licensing and return filing of establishments under the jurisdiction of the Central and State Governments; and**
- (f) whether the Government is planning special provision for the tribal area to increase workforce participation under the new labour law and if so, the details thereof?**

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

**(a): The Government of India has implemented four Labour Codes, namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety,**

**Contd..2/-**

**Health and Working Conditions (OSH&WC) Code, 2020 with effect from 21<sup>st</sup> November, 2025. The Central Rules under the said Codes have been notified on 08.05.2026.**

**Since 'Labour' falls under the concurrent subject, the States/UTs are also required to frame Rules under the Labour Codes. Most of the States/UTs have already taken measures & have finalised or published/pre-published the Rules under the Labour Codes and a few States/UTs are in the process of pre-publishing/finalising the Rules.**

**(b): IT interventions are one of the most critical parts for effective implementation of the Labour Codes, with States playing a central role in operationalizing digital compliance and enforcement systems. State Governments are required to integrate/ on-board their IT systems/ Portals with the Central Portal (Shram Suvidha portal and SAMADHAN portal), enabling seamless delivery of services and uniform implementation of the Codes.**

**(c)&(d): The four Labour Codes envisage strengthening the protection available to all workers, including unorganized workers in terms of statutory minimum wage and its timely payment, social security, occupational safety, healthcare of workers etc. Simultaneously, it also strengthens the protection available to workers, including unorganized workers and promote formalization of workforce.**

**Under the Codes, the following key benefits have been provided for health and social security for all worker including unorganized sector:**

- (i) Safe and healthy working conditions for all workers.**
- (ii) Provision for annual health check-up and formalisation of employment by issuing appointment letters to all employees.**
- (iii) ESIC coverage expanded nationwide, mandatory coverage for hazardous industries even with a single worker.**
- (iv) extension of social security benefits to all types of workers including unorganised workers, gig workers and platform workers and the members of their families.**
- (v) the benefits extended to unorganized sector *inter alia* include life & disability cover, health & maternity benefits, old age protection, etc.**
- (vi) Social Security Fund for welfare of the unorganised workers, gig workers and platform workers.**

**Contd..3/-**

**(e): The four Labour Codes reduce multiplicity of definitions & authorities, facilitate use of technology, bring transparency & accountability in enforcement of establishments under the jurisdiction of the Central and State Governments. The following are the main benefits expected from implementation of the Codes:**

- **Uniformity of Definitions: A key provision is the uniformity in definitions, especially of “wages,” “employee,” ensuring uniformity across all codes.**
- **Inspectors are now Inspector-cum-Facilitators to support compliance and guide the employers and workers.**
- **Provision of Compounding of offences is introduced.**
- **The codes also provide for De-criminalization of offences, replacing criminal penalties (like imprisonment) with civil penalties (like monetary fines) for first time offences.**
- **Simplified compliance: Single license, single registration, and single return system.**

**(f): The four Labour Codes are applicable to whole of country including tribal areas. All the benefits under the said Labour Codes are also applicable to all workers, including organized and unorganized workers in tribal areas.**

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