

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1242
TO BE ANSWERED ON 27.07.2026**

STATUS OF LABOUR CODE IMPLEMENTATION

1242. SHRI GAURAV GOGOI:

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

- (a) the number of States/UTs that have notified State-level Rules Matching the four consolidated Labour Codes as of date;**
- (b) the details of the names of States/UTs yet to notify such rules;**
- (c) the legal and enforcement status of the Codes in States that have not notified matching rules; and**
- (d) the steps being taken by the Government to expedite uniform implementation across all States/UTs?**

ANSWER

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

(a) to (d) 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, Health and Working Conditions (OSH&WC) Code, 2020 with effect from 21st November, 2025. The Central Rules under the said Labour Codes have been notified on 8th May, 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 and have finalised or published/pre-published the Rules under the Labour Codes. However, a few States/UTs are in the process of pre-publishing/finalising the Rules.

Those provisions of the Codes which do not require any rule to be notified, are already in force. However, in the States, during the transition period, existing rules, regulations, notifications, standards and schemes under the repealed laws will continue to operate, in so far as they are not inconsistent with the provisions of

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the new Labour Codes, ensuring continuity and avoiding any legal vacuum.

The Ministry of Labour and Employment is pursuing with stakeholders including States/UTs for expedited and uniform implementation of the Codes. In addition, several National and Regional Labour Conferences were held with States/UTs during 2025-26 to discuss issues relating to four Labour Codes.

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