

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 152
TO BE ANSWERED ON 20.07.2026**

IMPLEMENTATION OF THE FOUR LABOUR CODES

152. SHRI KARTI P CHIDAMBARAM:

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

- (a) the details of the current status of implementation of the four Labour Codes in the country including the States/UTs that have notified final rules under each Code and continue to rely on draft or transitional provisions;**
- (b) the details of the number of States/UTs that have notified rules under each of the four Codes individually along with the timeline for pending notifications;**
- (c) the details of the impact assessment, if any, done on employment generation and worker welfare since partial rollout as well as the effect of the revised wage definition on take-home pay, provident fund and gratuity contributions across sectors;**
- (d) the details of the extent of social security coverage extended to gig and platform workers, and its effect;**
- (e) the details of the utilisation status of the worker re-skilling fund; and**
- (f) the details of the compliance burden reported by Micro, Small and Medium Enterprises (MSMEs) since the Central Rules notification of 8 May 2026?**

ANSWER

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

(a) & (b): 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.

Contd..2/-

Since 'Labour' falls under the concurrent subject, the States/UTs are also required to frame Rules under the Labour Codes. Accordingly, 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 However, during the transition period, existing rules, regulations, notifications, standards and schemes under the repealed laws will continue to operate, insofar as they are not inconsistent with the provisions of the new Labour Codes, ensuring continuity and avoiding any legal vacuum.

(c) to (f): By modernising labour regulations, enhancing workers' welfare and aligning the labour ecosystem with the evolving world of work, Labour Codes implementation lays the foundation for a future-ready workforce and stronger, resilient industries driving labour reforms for Aatmanirbhar Bharat.

The gig workers and the platform workers have been defined for the first time in the Labour Code for the purpose of formulating schemes to provide social security benefits relating to life and disability cover, accident insurance, health and maternity benefits, old age protection etc. The Government has also set up a Worker Re-Skilling Fund.

One of the central aims of the Labour Codes is to simplify and streamline regulatory processes through rationalised thresholds leveraging technology through digitised registration, license, forms, registers & returns, transparency in enhancement and decriminalisation of offences etc.
