

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 194
TO BE ANSWERED ON 20.07.2026**

STATUS OF FOUR LABOUR CODES

194. SMT. PRATIMA MONDAL:

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

- (a) whether the Government has operationalised the four Labour Codes across all States and Union Territories and if so, the State/UT-wise status thereof and if not, the reasons for the delay in implementation in the remaining States and Union Territories;**
- (b) the steps being taken by the Government to facilitate their early operationalisation while addressing the concerns raised by workers, employers and other stakeholders;**
- (c) whether the Government has formulated any roadmap or timeline for extending comprehensive labour rights and social security benefits to gig and platform workers;**
- (d) if so, the details thereof including the proposed social security measures, eligibility criteria and implementation mechanism; and**
- (e) if not, the reasons therefor?**

ANSWER

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

(a) to (e): 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. The Ministry of Labour and Employment is proactively engaged with the States/UTs for finalisation of their rules and smooth implementation of the Codes. Accordingly, 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.

Contd..2/-

The four Labour Codes were passed after extensive consultations with all stakeholders including States/UTs. The comments/concerns raised by the stakeholders were acknowledged and examined before the passage of four Labour Codes and finalisation of Rules. Further, several National and Regional Labour Conferences were held with States/UTs to discuss issues relating to four Labour Codes. The Ministry of Labour and Employment is pursuing with stakeholders including States/UTs for smooth implementation of the Codes. Labour codes will provide universal minimum wages and social security benefits for workers.

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 four Labour Codes reduce multiplicity of definitions & authorities, facilitate use of technology, bring transparency & accountability in enforcement. Simultaneously, it strengthens the protection available to workers, including unorganized workers.
