

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2438
TO BE ANSWERED ON 03.08.2026**

IMPLEMENTATION OF THE NEW LABOR CODES

†2438. SHRI TANUJ PUNIA:

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

- (a) the current status of simultaneous implementation of new Labour Laws across the country along with the number of States notified their respective rules for the same;**
- (b) the likely impact of the proposed wage rule under the new Labour Codes on the take-home salary and provident fund of employees in the organized sector; and**
- (c) whether any industry bodies or trade organizations have expressed concerns regarding the wage rules, if so, the details of the remedial measures taken by the Government?**

ANSWER

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

(a) to (c): 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.

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.

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 and promote formalization of workforce. Further the Codes reduce multiplicity of definitions and authorities, facilitate use of technology in enforcement of labour laws, bring transparency & accountability in enforcement which will promote setting up of more enterprises and promote economic growth, labour welfare and quality employment generation.

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The Central Rules under the four Labour Codes including the Code on Wages (Central) Rules 2026 were notified on 8th May, 2026 after extensive consultations with all stakeholders. The comments/concerns raised by the stakeholders were considered before notifying the Central Rules.

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