

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 9
TO BE ANSWERED ON 20.07.2026**

FOUR LABOUR CODES

**9. SHRI K C VENUGOPAL:
ADV DEAN KURIAKOSE:**

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

- (a) the current status of the implementation of the four Labour Codes;**
- (b) whether there is any concerns regarding the same and if so, the details thereof addressed by the government with the stakeholders;**
- (c) the details of the policy formulated by the Government to guarantee minimum wages, health insurance and strict social security benefits for the millions of gig and platform workers currently operating outside formal labour protections; and**
- (d) the details of formal jobs created versus jobs lost in the manufacturing and Micro, Small and Medium Enterprises (MSME) during the last five years?**

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.

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 & have finalised or published/pre-published the Rules under the Labour Codes and a few are pre-publishing/finalising the Rules.

(c) & (d): The Labour Codes were enacted to meet need for comprehensive labour reforms that formalize employment, simplify compliance through digital integration, strengthen social Security and ensure workplace safety and equality. The 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 Labour Codes have several enabling provisions which will promote formalisation and employment generation including social security and welfare of the workers. Such provisions include, formalization of employment through mandatory issue of appointment letter, universalisation of social security by extending coverage to organised, unorganised, gig and platform workers to strengthen their protection against employment-related vulnerabilities and enabling greater adaptability to new forms of work like gig & platform work and technology-driven employment models.
