

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2409
TO BE ANSWERED ON 15.12.2025**

IMPLEMENTATION OF LABOUR CODES

**2409. SHRI RAJA A:
PROF. SOUGATA RAY:**

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

- (a) whether the Government has made notification for implementation of four Labour codes on which trade union leaders have expressed reservations and if so, the details thereof;**
- (b) whether the Government proposes to call Indian Labour Conference or Tripartite meeting between Government, employer and Trade Unions for resolving some of the thorny issues raised in the provision of Labour Codes;**
- (c) if so, the response of the Government thereto including the objects that the proposal aims to create trade unions free atmosphere;**
- (d) if not, the manner in which the Government expects smooth implementation of the said Codes when Trade Unions registered strong protest and various State Governments have also not notified the rules under the said Codes; and**
- (e) whether it is true that some of the State Governments prepared draft on the rules to implement the new four Labour codes and if so, the details thereof?**

ANSWER

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

(a) to (d): The four Labour Codes were passed after extensive consultations with all stakeholders including State/UT Governments. The comments/concerns raised by the stakeholders were acknowledged and examined before the passage of four Labour Codes. The Codes came into force with effect from 21.11.2025 across the country.

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Several National and Regional Labour Conferences were held with States/UTs to discuss issues relating to four Labour Codes. The Ministry is also interacting with all stakeholders including States/UTs for smooth implementation of the four Labour Codes.

Further, various concrete provisions have been made in the Industrial Relations Code, 2020 to protect the interest of workers. The collective bargaining of workers has been strengthened and made statutory through recognition of Negotiating Union and Negotiating Council. The provision of two-member Industrial Tribunal will ensure faster dispute resolution.

(e): The States/UTs are still in process of finalizing the Rules under the four Labour Codes. As per available information, Code wise status of pre-published Rules by States/UTs are as under:

- a) The Code on Wages, 2019: 34**
- b) The Industrial Relations Code, 2020: 35**
- c) The Code on Social Security, 2020: 34**
- d) The Occupational Safety, Health and Working Conditions Code, 2020: 35**
