

## Implementation of New Labour Codes

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“Labour” is in the Concurrent List of the Constitution and under 4 Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. As a step towards implementation of the four Labour Codes, the Central Government has published the draft Rules under 4 labour Codes, inviting suggestions and objections from all stakeholders. Till date, the provisions of Section 142 of the Code on Social Security, 2020 and the provisions related to the Central Advisory Board as specified under Section 42 and 67 of the Code on Wages, 2019 have come into effect.

As per available information, 27, 23, 21 and 18 States/UTs have pre-published draft Rules under the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 respectively.

There have been widespread consultations while finalizing all 4 Labour Codes. The details are as under:-

- i. All Codes were placed on the website of the Ministry of Labour and Employment, inviting comments from all stakeholders including general public.
- ii. Nine tripartite consultations were undertaken on all the four Codes on 10.03.2015, 13.04.2015, 06.05.2015, 14.07.2015, 06.10.2015, 04.10.2017, 22.11.2018, 27.11.2018 and 05.11.2019 inviting all Central Trade Unions, Employers’ Associations and State Governments. The stakeholders had participated in the afore-said tripartite meetings and gave suggestions on various aspects of Labour Codes.
- iii. In addition to the above, seven Regional Conferences of State Labour Ministers and Principal Secretaries/Secretaries of State (Labour) were also held during January, 2017 to December, 2019 in which Codes were also discussed.
- iv. All the Codes were referred to the Parliamentary Standing Committee on Labour for examination by the Lok Sabha which, while examining the Codes, had invited the views/suggestions from Trade Unions/Organizations/Individuals/Stakeholders including the State Governments. The Committee also took oral evidence of the representatives of Central Trade Unions and various other Associations/Organisations/Stakeholders/some State Governments.

This information was given by Shri Rameswar Teli, Minister of State, Ministry of Labour & Employment in Rajya Sabha today.