

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 2170  
TO BE ANSWERED ON 04.08.2022**

**IMPLEMENTATION STATUS OF LABOUR CODES**

**2170. SHRI B. LINGAIAH YADAV:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) the implementation status of labour codes, code-wise; and**  
**(b) the details of amendments made for labour security and steps being taken for occupational safety and industrial relations which have been subsumed into four codes?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a): “Labour” as a subject is in the Concurrent List of the Constitution of India and under the 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 Code, 2020; the power to make rules is vested with Central Government as well as State Governments as appropriate Government. As a step towards implementation of the four Labour Codes, the Central Government has pre-published the draft Rules, inviting comments of all stakeholders. As per available information, 31, 26, 25 and 25 States/Union Territories have pre-published the 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.**

**(b): The Government has enacted the four Labour Codes to inter alia strengthen the protection available to workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare of workers. Some of the important provisions are as follows:-**

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- **A statutory right for minimum wages and timely payment of wages has been made available to all workers to support sustainable growth and inclusive development.**
- **Provision for annual health check-up and medical facilities have also been made which enhances labour productivity and increases life expectancy.**
- **First time statutory provision to issue appointment letter to every employee of the establishment which leads to formalized contract of employment that increases job security.**
- **Provision of Re-skilling Fund for skill development of workers.**
- **The gig worker and the platform worker have been defined for the purpose of formulating schemes to provide social security benefits. Social security schemes can be formulated from the contribution of aggregators and the other sources can include funds from the Central and State Governments.**
- **The Central Government may extend benefits to unorganised workers, gig workers and platform workers and the members of their families through Employees' State Insurance Corporation or Employees' Provident Fund Organization.**

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