

IMPLEMENTATION OF LABOUR CODES

Posted On: 24 JUL 2025 6:36PM by PIB Delhi

“Labour” as a subject is in the Concurrent List of the Constitution of India and under the Codes, the power to make rules has been entrusted to Central Government as well as State Governments. As a step towards implementation of the four Labour Codes, the Central Government has pre-published the draft Rules. As per available information, 32 States/UTs have pre-published their draft rules under four Labour Codes. West Bengal and Lakshadweep have not pre-published draft rules under any Labour Codes. Delhi has pre-published draft rules only under the Code on Wages, 2019. Tamil Nadu has not pre-published its draft rules under only one Code i.e., the Code on Social Security, 2020 (SS Code). The four Labour Codes envisage strengthening the protection available to workers, including unorganized workers in terms of statutory minimum wage and its timely payment, social security, occupational safety, healthcare of workers, etc. Under the Code on Social Security, 2020 benefits have been extended to all workers including in unorganized sectors as well as gig and platform workers. Some of the key provisions, inter alia, envisaged in the aforesaid Code are as under:-

- i. Extension of social security benefits to all types of workers including unorganised workers, gig workers and platform workers and the members of their families.
- ii. The gig worker and the platform worker have been defined for the purpose of formulating schemes to provide social security benefits.
- iii. Setting up of Social Security Fund for formulating schemes for welfare of the unorganised workers, gig workers and platform workers.

At present, there is no proposal to amend the aforesaid Labour Codes.

This information was given by the Minister of State for Labour and Employment Sushri Shobha Karandlaje in written reply to a question in Rajya Sabha today.

MG/DK

(Release ID: 2147926)