

Union Labour & Employment Minister Inaugurates Two-day Regional Level Conference at Goa on 7th January

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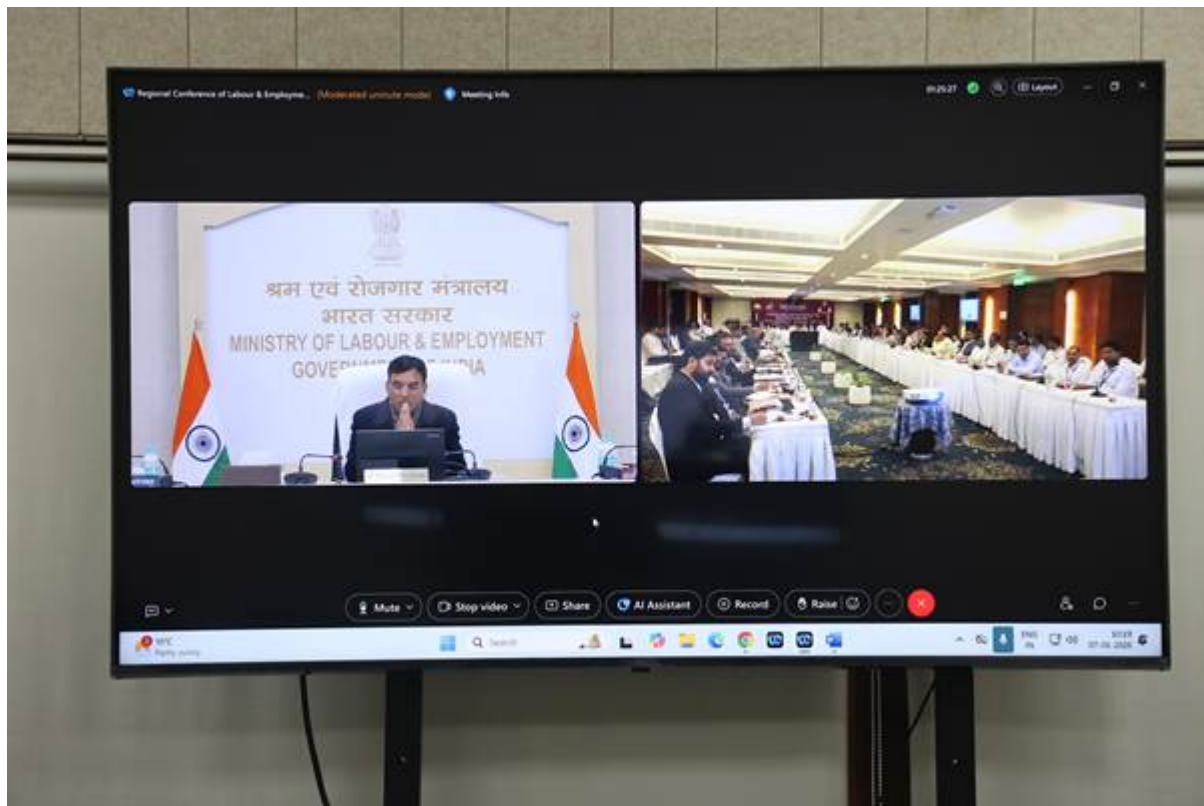
Union Minister of Labour & Employment and Youth Affairs & Sports, Dr. Mansukh Mandaviya, virtually inaugurated a two-day Regional Level Conference at Goa on 7th January 2026. The conference marked the first in a series of six regional conferences planned by the Ministry of Labour & Employment at different locations across the country, covering all States/UTs and key stakeholders, with the objective to facilitate smooth implementation of the four Labour Codes and deliberating on related issues concerning Employees' State Insurance Corporation (ESIC), Employees' Provident Fund Organisation (EPFO) and the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY).

Hon'ble Union Minister Dr. @mansukhmandviya inaugurated the two-day Regional Conference of Labour & Employment and Industry Secretaries of States/UTs via video conferencing. #LabourWelfare #MoLE pic.twitter.com/E2jK2oRfT9

— Ministry of Labour & Employment, Gol (@LabourMinistry) January 7, 2026



The Union Minister of Labour & Employment addressed the event through Video conference. He appreciated States for enthusiastically undertaking exercise in amending their existing labour legislations to align them with the provisions of the four Labour Codes, before enforcement of Codes, reflecting a shared commitment to labour reforms and welfare. With improved understanding of labour issues and a renewed focus on workers' well-being, the Codes have been implemented with effect from 21 November 2025. Stakeholders have widely welcomed the Government's decision, particularly noting key progressive provisions such as annual health check-ups, social security coverage for workers engaged in hazardous activities even in establishments with a single worker, mandatory issuance of appointment letters, and the reduced eligibility period for gratuity to one year from the earlier requirement of five years. Going forward, the Centre and States will work in close coordination to ensure effective implementation of the Codes, promoting equity and equality in workers' welfare and benefits. This landmark labour reform has also received positive acknowledgement from the international media, including *Global Times* and *The Economist*. States are further urged to participate with focused attention in ongoing discussions to address emerging issues, enabling timely deliberation and effective implementation of the Labour Codes.



Addressing the gathering, Ms. Vandana Gurnani, Union Secretary, Ministry of Labour & Employment, informed that the four Labour Codes have been implemented by rationalising 29 existing labour laws with the objective of simplifying compliance and strengthening worker welfare, and incorporate several progressive measures such as a web-based inspection system, and universalisation of social security coverage. The Central Government has pre-published the draft Rules on 30 December 2025, while provisions not requiring Rules have come into force from 21 November 2025. She urged States to notify their respective Rules at the earliest, after consulting their law department. To facilitate smoother implementation, the Ministry has issued a FAQs handbook, initiated capacity-building programmes through V.V. Giri National Labour Institute (VVGNI), and prepared a draft inspection scheme for sharing with States, alongside major digital interventions through the Shram Suvidha and Samadhan portals requiring seamless API integration. States are also encouraged to participate in outreach under PMVBRY, address overlaps with Shops and Establishments Acts through further deliberations, and leverage expanded ESIC coverage under the Codes, including for gig and platform workers, while exploring inclusion of contract and outsourced workers under ESI to set an example as model employers.



The conference would act as a platform to deliberate on Rules and Regulations, identify gaps and divergences, expedite issuance of statutory notifications, and discuss the constitution of Boards, Funds and related institutional mechanisms. Consultations were also held on schemes to be formulated under the four Labour Codes, alongside discussions on IT systems and digital platforms for effective implementation. The Conference would further focus on capacity building of field-level functionaries and promoting awareness among States/UTs and other stakeholders on the objectives and implementation framework of the Labour Codes.



Senior Officers of the Ministry and States/UTs attended the Conference and actively participated.

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