



Union Minister of State for Labour & Employment Inaugurates two-day Regional Conference of Labour & Employment and Industry Secretaries of States/UTs in Jaipur

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Union Minister of State for Labour & Employment, Sushri Shobha Karandlaje, inaugurated a two-day Regional Level Conference of Labour & Employment and Industry Secretaries of States/UTs in Jaipur on 14th January 2026. Shri Gautam Kumar Dak, Minister of State (Independent Charge), Department of Cooperation and Civil Aviation, Government of Rajasthan addressed the Conference. Ms. Vandana Gurnani, Union Secretary, Ministry of Labour & Employment, senior officers of States Governments, Ministry of Labour & Employment, Employees' State Insurance Corporation (ESIC), Employees' Provident Fund Organisation (EPFO) and V.V. Giri National Labour Institute (VVGNI) were also present on the occasion. The conference marked the second in a series of five regional conferences planned by the Ministry at different locations across the country, covering States/UTs and key stakeholders, with the objective to facilitate smooth implementation of the four Labour Codes and deliberating on issues concerning ESIC, EPFO and the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY).

In her address, the Union Minister of State highlighted the crucial role of States in the effective implementation of the Labour Codes, noting that the codification of 29 labour laws into four Codes marks a historic reform undertaken for the first time in 78 years. She stated that the Codes were framed after extensive stakeholder consultations, including around 100 meetings at various levels, and that dedicated Joint Secretary-level officers have been assigned Codes for implementation. The Minister underscored key progressive features of the Codes, such as work-from-home provisions and the extension of social security to gig and platform workers and unorganized workers, positioning India as a global model in this area. She further observed that the rationalization of provisions has reduced complexity for both workers and employers. Emphasizing cooperative federalism, she called for stronger Centre-State coordination, last-mile dissemination of information, expansion of ESIC coverage, formulation of schemes to address international labour mobility, and promotion of employment generation through Pradhan Mantri Viksit Bharat Rozgar Yojana in line with the Viksit Bharat initiative.

Shri Gautam Kumar Dak, Minister of State (Independent Charge), Department of Cooperation and Civil Aviation, Government of Rajasthan, stated that the implementation of the Labour Codes is a landmark reform aligned with the Viksit Bharat initiative, with positive impacts now visible at the grassroots level. He highlighted strengthened worker health and safety through provisions such as free medical check-ups, and stressed the need for better coordination between employers and workers to resolve disputes constructively. He also emphasized last-mile dissemination of information on workers' rights under the Codes and called for expanding ESIC outreach, including through the establishment of new hospitals, to enhance access to social security and healthcare benefits.

Ms. Vandana Gurnani, Union Secretary, Ministry of Labour & Employment, stated that the implementation of the Labour Codes is a historic step towards promoting welfare and formalization of workers as well as for promoting employment and economic growth. She highlighted that rationalization of earlier labour laws has reduced complexities while balancing workers' welfare, through measures such as portability of ESIC benefits and timely payment of wages, with reduced compliance burden for employers through provision of compounding of offences under the Codes. Emphasizing the paradigm shift from enforcement to facilitation through the Inspector-cum-Facilitator framework, she noted that effective implementation would be driven by IT interventions, with flexibility for States to adopt Central systems. She urged States to expedite finalization of Rules, utilize the Ministry's FAQs and handbook prepared on the Codes, avoid overlaps of provisions with Shops and Establishments Acts, actively use the PMVBRY dashboard, and strengthen Centre-State collaboration to expand ESIC coverage and medical infrastructure through convergence with State facilities and PMJAY.

The inauguration was followed by presentations by senior officers of the Ministry and the States on the preparedness of Rules under the new Labour Codes and the status of IT readiness. Detailed deliberations were held on issues relating to the framing of Rules under the Codes, upgradation of IT systems at the Central and State levels in line with Code provisions, and the feasibility of integrating State systems with the Central IT framework.

Attended by the senior officials from the Ministry and States/UTs, this conference would serve as a forum for deliberations on Rules and Regulations, identification of gaps and divergences, expediting the issuance of statutory notifications, and discussing the constitution of Boards, Funds and other related institutional mechanisms. It would also facilitate consultations on schemes proposed under the four Labour Codes, along with discussions on IT systems and digital platforms to ensure effective implementation. In addition, the conference would emphasize capacity building of field-level functionaries and enhancing awareness among States/UTs and other stakeholders regarding the objectives and implementation framework of the Labour Codes.

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