

MoS Shobha Karandlaje Inaugurates two-day Regional Conference of Labour & Employment and Industry Secretaries of States/UTs in Vijayawada, Andhra Pradesh

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The 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 Vijayawada today. The senior officers of the Ministry of Labour & Employment, State Governments of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, Telangana, UT of Puducherry and NCT of Delhi participated in the conference. Senior officers of the organisations under the Ministry namely Employees' State Insurance Corporation (ESIC), Employees' Provident Fund Organisation (EPFO), Dattopant Thengadi National Board for Workers Education and Development (DTNBWED), Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Directorate General of Mines Safety (DGMS) and V. V. Giri National Labour Institute (VVGNI) were also present on the occasion. The conference marked the third 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).

Sushri @ShobhaBJP, Hon'ble Minister of State for Labour & Employment and MSME, reiterated that 21 November 2025 marked a historic shift with the Labour Codes made effective. #SocialSecurity #ShramevJayate pic.twitter.com/icgDZ5s6ZQ

— Ministry of Labour & Employment, Gol (@LabourMinistry) January 27, 2026



In her address, the Union Minister of State for Labour & Employment underscored the pivotal role of States and Union Territories in ensuring the effective and timely implementation of the four Labour Codes. She described the consolidation of 29 Central labour laws into four Codes as a historic and transformative reform, undertaken after extensive stakeholder consultations, including multiple rounds of discussions with States, employers and workers' representatives. Highlighting the need to align labour regulation with the evolving world of work, the Minister stated that the Codes promote transparency, simplify compliance and strengthen worker welfare through a balanced and technology-enabled governance framework. She drew attention to key progressive provisions such as uniform definitions, web-based inspections, decriminalisation of minor offences, enhanced participation of women in the workforce, work-from-home enabling provisions and the extension of social security to gig, platform and unorganised workers for the first time. Emphasising cooperative federalism, the Minister called for stronger Centre–State coordination, timely finalisation of Rules, integration of State IT systems with Central portals, capacity building of field-level functionaries, and effective last-mile dissemination. She also highlighted the expansion of ESIC coverage and employment generation initiatives, including the Pradhan Mantri Viksit Bharat Rozgar Yojana, as key enablers in advancing the vision of Viksit Bharat 2047.



Shri Vasamsetti Subhash, Minister of Labour, Government of Andhra Pradesh while addressing the conference, stated that the Labour Codes are a significant reform reflecting the spirit of cooperative federalism between the Centre and the States. He said that the deliberations held during the conference, along with earlier regional consultations, would contribute to strengthening the implementation of the Codes. The Minister noted that the Codes aim to enhance social security for workers while simplifying compliance and improving ease of doing business. He emphasised the need for effective coordination between employers and workers and stressed the importance of last-mile awareness on workers' rights and entitlements. Highlighting the role of ESIC, he called for expanding its outreach and healthcare facilities to ensure wider access to social security and medical benefits.



Setting the context of the Conference, Shri Alok Chandra, Senior Labour and Employment Advisor, Ministry of Labour & Employment, stated that the Regional Labour Conferences are being organised to support smooth and coordinated implementation of the four Labour Codes and to deliberate on key labour and employment issues, including reforms related to ESIC, EPFO and initiatives such as the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY). Importance of timely finalisation of Rules, IT readiness, harmonisation of Shops and Establishments Acts, capacity building and close Centre–State coordination to ensure effective and smooth implementation of the Labour Codes were emphasised.



Following the inauguration, senior officers from the Ministry and State Governments made presentations outlining the progress made in drafting Rules under the new Labour Codes, along with updates on the preparedness of IT systems. Extensive discussions focused on key aspects such as finalisation of Rules, strengthening and upgrading IT infrastructure at both Central and State levels in accordance with Code provisions, and the scope for seamless integration of State-level systems with the Central IT architecture.



The conference, attended by senior officials from the Ministry and States/UTs, provided a platform for in-depth deliberations on Rules and Regulations, identification of gaps and variations, and accelerating the issuance of statutory notifications. Discussions were also held on the establishment of Boards, Funds and other institutional arrangements envisaged under the Codes. In addition, the forum enabled consultations on proposed schemes under the four Labour Codes and deliberations on digital platforms to support effective implementation. Emphasis was laid on capacity building of field functionaries and enhancing awareness among States/UTs and other stakeholders regarding the objectives and operational framework of the Labour Codes.



Rini Choudhury/Anjelina Alexander

(रिलीज़ आईडी: 2219175) आगंतुक पटल : 246

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