

GOVERNMENT OF INDIA
MINISTRY OF STEEL

LOK SABHA
STARRED QUESTION NO. *338
FOR ANSWER ON 11.08.2026

IMPLEMENTATION OF INDUSTRIAL RELATIONS CODE 2026 IN SAIL

*338. SHRI DULU MAHATO:
SHRI ABHAY KUMAR SINHA:

Will the Minister of STEEL be pleased to state:

- (a) whether any policy framework has been prepared to ensure complete implementation of the 'Industrial Relations Code, 2026' notified by the Government at the corporate level of the Steel Authority of India Limited (SAIL) and its subsidiary manufacturing units;
- (b) if so, the details of administrative progress made so far by the SAIL Management in compliance with the provisions of the said statutory code, point-wise;
- (c) whether any proposal is under consideration with regard to constituting a Working Committee in place of the existing National Joint Committee for Steel at the SAIL level under the new Code; and
- (d) if so, the time by which the constitution of the said Working Committee at the corporate and unit level is likely to be completed along with the details of the initial action taken in this regard?

ANSWER

THE MINISTER OF STEEL

(SHRI H.D. KUMARASWAMY)

(a)to(d): A statement is laid on the Table of the Lok Sabha.

**STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (D) OF THE LOK SABHA
STARRED (*) QUESTION NO. *338 FOR ANSWER ON 11.08.2026 TABLED BY SHRI
DULU MAHATO, MEMBER OF PARLIAMENT AND SHRI ABHAY KUMAR SINHA,
MEMBER OF PARLIAMENT REGARDING “IMPLEMENTATION OF INDUSTRIAL
RELATIONS CODE 2026 IN SAIL”**

(a)to(d): The Government of India has implemented 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 (OSH&WC) Code, 2020 with effect from 21st November, 2025. The Central Rules under the Codes have been notified on 8th May, 2026. Steel Authority of India Ltd.(SAIL), a Central Public Sector Enterprise (CPSE), is taking action to comply with the provisions of the Labour Codes and Central Rules under the Codes in consultation with the relevant Labour Authorities.
