

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**RAJYA SABHA**

**STARRED QUESTION NO. 207  
TO BE ANSWERED ON 16.12.2021**

**IMPLEMENTATION STATUS OF LABOUR CODES**

**207. SHRI SUSHIL KUMAR MODI:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether Government has notified the rules for all the four labour codes, the details thereof;**
- (b) the States that have notified these rules and the details of the progress made by them regarding each of the four codes;**
- (c) whether implementation of the four labour codes has been delayed, the reasons therefor; and**
- (d) the deadline for States to finalise the draft and expected implementation timeline of the labour codes?**

**ANSWER**

**MINISTER OF LABOUR AND EMPLOYMENT  
(SHRI BHUPENDER YADAV)**

**(a) to (d): A statement is laid on the Table of the House.**

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. 207 ASKED BY SHRI SUSHIL KUMAR MODI TO BE ANSWERED ON 16.12.2021 REGARDING 'IMPLEMENTATION STATUS OF LABOUR CODES'.

(a) to (d): The Government has notified 4 Labour Codes, namely, the Code on Wages, 2019 on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020. Under the Codes, the power to make rules has been entrusted to Central Government, State Government and appropriate Government and there is a requirement of publication of Rules in their official Gazette for a period of 30 or 45 days for public consultation. As a step towards implementation of the four Labour Codes, the Central Government has published the following draft Rules inviting comments of all stakeholders including general public:-

- the Code on Wages (Central) Rules, 2020,
- the Industrial Relations (Central) Rules, 2020,
- the Industrial Relations (Central) Recognition of Negotiating Union or Negotiating Council and Adjudication of Disputes of Trade Unions Rules, 2021,
- the Code on Social Security (Central) Rules, 2020,
- the Code on Social Security (Employee's Compensation) (Central) Rules, 2021; and
- the Occupational Safety Health & Working Conditions (Central) Rules, 2020
- draft Rules under section 16 (5) of the Occupational Safety, Health and Working Conditions Code, 2020

"Labour" is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and some of the States/UTs have pre-published rules under 4 Labour Codes. The Central Government is pursuing with the remaining State Governments to frame the rules under all four Codes. As per information received from the State/UT Governments, following State Governments have pre-published their Rules:-

Name of Code	Name of States/UTs which have pre-published the draft Rules
The Code on Wages	Madhya Pradesh, Bihar, Uttarakhand, Karnataka, Uttar Pradesh, Gujarat, Odisha, Punjab, Chhattisgarh, Tripura, Rajasthan, Jharkhand, Arunachal Pradesh, Himachal Pradesh, Haryana, Maharashtra, Goa, Mizoram, Telangana, Assam, Manipur, UTs of Jammu and Kashmir, Puducherry and GNCT of Delhi (24)
The Industrial Relations Code	Madhya Pradesh, Bihar, Uttarakhand, Uttar Pradesh, Gujarat, Odisha, Punjab, Chhattisgarh, Tripura, Karnataka, Jharkhand, Arunachal Pradesh, Haryana, Himachal Pradesh, Telangana, Manipur, Assam, Goa, UTs of Jammu and Kashmir and Puducherry (20)
The Code on Social Security	Madhya Pradesh, Bihar, Uttarakhand, Uttar Pradesh, Punjab, Chhattisgarh, Odisha, Jharkhand, Arunachal Pradesh, Haryana, Maharashtra, Tripura, Himachal Pradesh, Manipur, Assam, Gujarat, Goa and UT of Jammu and Kashmir (18)
The Occupational Safety, Health and Working Conditions Code	Uttarakhand, Uttar Pradesh, Madhya Pradesh, Chhattisgarh, Odisha, Arunachal Pradesh, Haryana, Jharkhand, Punjab, Manipur, Bihar, Himachal Pradesh and UT of Jammu and Kashmir (13)

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