Implementation of Four Labour Codes Delayed as States Lag in Rule Notification

Only 10 states and Union Territories have notified rules under the central government's four Labour Codes, causing compliance challenges across industrial states.

The four Labour Codes consolidate 29 central labour laws to modernise labour regulations, social security, safety, and wage structures across India.

KEY EXAM POINTS

- Only **10 states and UTs** have notified rules under the **Labour Codes**, over 10 months after central implementation.
- Major industrial states like **Tamil Nadu**, **Karnataka**, Maharashtra, Telangana, Haryana, and Punjab are yet to notify final rules.
- **Inconsistencies** between Central rules and State statutes have led to operational challenges for multi-state employers.
- The new Labour Codes permit employees to carry forward **30 leaves** and encash remaining balance.
- The Occupational Safety, Health and Working Conditions (OSH) Code, 2020 mandates a **single-window electronic registration** framework across the nation.

DID YOU KNOW..!?

Labour is placed under the **Concurrent List** (Entry 22) in the **Seventh Schedule** of the Indian Constitution, allowing both Parliament and State Assemblies to legislate.

The four labour codes consolidate 29 existing central labour laws enacted over decades into a simplified legal framework.

The Code on Wages was passed in **2019**, while the Industrial Relations Code, Social Security Code, and OSH Code were enacted in **2020**.

Under **Article 254** of the Constitution, in case of conflict between Parliamentary and State laws on Concurrent List subjects, the Central law prevails.

The Second National Commission on Labour (**2002**) chaired by **Ravindra Varma** recommended rationalising and consolidating India's complex labour laws.

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Labour falls under Entry 22 of the Concurrent List in the Seventh Schedule of the Indian Constitution.

Syllabus Relevance: High relevance for Group 1 & Group 2 Mains (Polity, Concurrent List, Labour Reforms).

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