Ministry of Labour & Employment

PROVISIONS FOR WORKERS IN LABOUR CODES

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The Central Government has implemented the 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 Code, 2020 which have come into effect from 21.11.2025. The new Labour Codes strengthen the protection available to workers including organised and unorganized workers. Important provisions under the four Labour Codes relating to wages, formalisation of employment and social security include-

i. A statutory right to all workers for minimum wages and timely payment of wages.
ii. Universalization of social security by extending coverage to organized and unorganized workers including gig and platform workers;
iii. Employees' State Insurance Corporation (ESIC) coverage for establishments having more than 10 employees on mandatory basis and for establishments having less than 10 employees on voluntary basis and furthermore even for one employee if the establishment is involved in hazardous processes.
iv. The provisions of EPFO shall now apply to all establishments employing 20 or more employees, universalizing its coverage;
v. Setting up of a Social Security Fund for formulating schemes for unorganised workers, gig and platform workers.
vi. Safe and healthy working conditions for all workers.
vii. Provision for annual health check-up and issuance of appointment letters to all employees;
viii. Provision of Workers' Re-Skilling Fund for retrenched workers;
ix. Women are allowed to work in all types of work and establishments and at night subject to their consent and safety; and
x. Definition of Inter-State Migrant Worker expanded to include migrant workers employed by contractor, and also self-migrated. The migrant workers are now entitled for annual lump-sum travel allowance and portability of benefits.

This information was given by the Minister of State for Labour and Employment Sushri Shobha Karandlaje in written reply to a question in Rajya Sabha today.

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