

# WELFARE OF ORGANISED AND UNORGANISED SECTORS

Posted On: 08 DEC 2025 4:52PM by PIB Delhi

The four Labour Codes - the Code on Wages, 2019, the Industrial Relations (IR) Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 have come into force on 21.11.2025, rationalizing 29 existing labour laws for better working conditions, safety, wages, social security & enhanced welfare for workers.

These new labour codes mandate appointment letters, universal minimum wages, nationwide social security for gig, platform and interstate migrant workers, free annual health check-ups, expanded rights for women to work in all sectors including night shifts, etc. The Codes enhance worker safety, welfare, and social protection across sectors including unorganized workers. The IR Code also provides reskilling fund for retrenched workers.

Rules, regulations, standards etc. have been made for safety of workers in constructions, manufacturing and mining sector. For compliance with rules, regulations, inspections are conducted time to time in respect of conditions of service including the health, safety and welfare provisions. In case of detection of irregularities, penalties including fines and imprisonment are imposed as per rules and regulations prescribed.

The two-day National Conference of Labour & Employment and Industry Ministers and Secretaries of States and Union Territories was held during 11th – 12th November, 2025. Draft 'Shram Shakti NITI' (National Labour & Employment Policy) a comprehensive vision document has been prepared to build an inclusive, fair, and resilient ecosystem for workers, accelerating India's journey towards a Viksit Bharat by 2047.

In addition, the Government is implementing Pradhan Mantri Viksit Bharat Rozgar Yojana to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. The scheme with an outlay of Rs 99,446 Crore aims to incentivize the creation of more than 3.5 Crore jobs in the country, over a period of 2 years.

This information was given by the Minister of State for Labour and Employment Sushri

Shobha Karandlaje in written reply to a question in Lok Sabha today.

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(Release ID: 2200433)