World History · GS - II

Discuss the significance of India’s four Labour Codes in labour-law reform. How can state-level assessment and consultation help balance ease of doing business with workers’ welfare?

EXAM YEAR	PAPER	SUBJECT
DAILY PRACTICE 22/10/2026	GS - II	World History

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Labour-law consolidation; minimum wages; industrial relations; social security; occupational safety; cooperative federalism; state-level implementation; informal workers; tripartite consultation

Model Answer

Introduction

India’s four Labour Codes seek to consolidate numerous labour laws and simplify the regulatory framework. Their implementation raises important questions about employment protection, social security and industrial development.

Significance of the Labour Codes

- **Wage protection:** The Code on Wages, 2019, establishes a framework for minimum wages and timely wage payments.
- **Industrial relations:** The Industrial Relations Code, 2020, addresses trade unions, dispute resolution and employment conditions.

- **Social security:** The Code on Social Security, 2020, provides a framework for social security coverage, including provisions concerning gig and platform workers.
- **Workplace safety:** The Occupational Safety, Health and Working Conditions Code, 2020, addresses occupational safety and working conditions.

Role of State-Level Assessment

State expert panels can examine sector-specific effects, consult trade unions and employers, identify implementation gaps and assess implications for small businesses and vulnerable workers. Such reviews can support evidence-based administration within the constitutional framework.

Way Forward

Implementation should ensure accessible grievance redressal, effective inspections, social-security portability, worker awareness and meaningful tripartite consultation.

Conclusion

Labour reform succeeds when regulatory simplification goes hand in hand with fair wages, safe workplaces and social protection. Cooperative federalism can help achieve this balance.

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