

## The Labour Codes Take Effect

The Code on Wages, 2019 (**Wages Code**), the Occupational Safety, Health and Working Conditions Code, 2020 (**OSH Code**), the Industrial Relations Code, 2020 (**IR Code**) and the Code on Social Security, 2020 (**SS Code**) (together, the “**Labour Codes**”) which were passed and received Presidential assent more than five years ago, have now been notified as being in effect from **November 21, 2025**.

The stated objective of the Labour Codes is to consolidate 29 key Central legislations into 4 comprehensive codes, each pertaining to a specific category of employment laws, namely, laws relating to employee wages; health, safety and working conditions; social security; and industrial relations. The Labour Codes look to bring about a unified and progressive labour law regime that focusses on ease of doing business by ensuring consistency in definitions, simplification of compliances, and mindful enforcement.

For the full and proper implementation of the Labour Codes, various rules and schemes are required to be put in place by the Central and State Governments. As on date, most states have only published draft rules that have not been finalized or notified as yet. In the absence of finalized rules, it will need to be seen how authorities will look to implement and enforce the Labour Codes in their current form, or whether any implementation period will be notified (as has been implied in the [PIB press release](#)), to allow employers



and employees to transition to the new regime. In the absence of a clear transition timeline, it would be prudent for employers to immediately commence the process of evaluating the changes that need to be made to internal employment policies, practices and operations.

We are tracking developments on this front, and will keep you updated.

You may refer to our earlier Client Alerts summarising the key aspects under each of the Labour Codes: (1) [Code on Wages, 2019](#); (2) [Occupational Safety, Health and Working Conditions Code, 2020](#); (3) [The Industrial Relations Code, 2020](#); and (4) [The Code on Social Security, 2020](#).

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