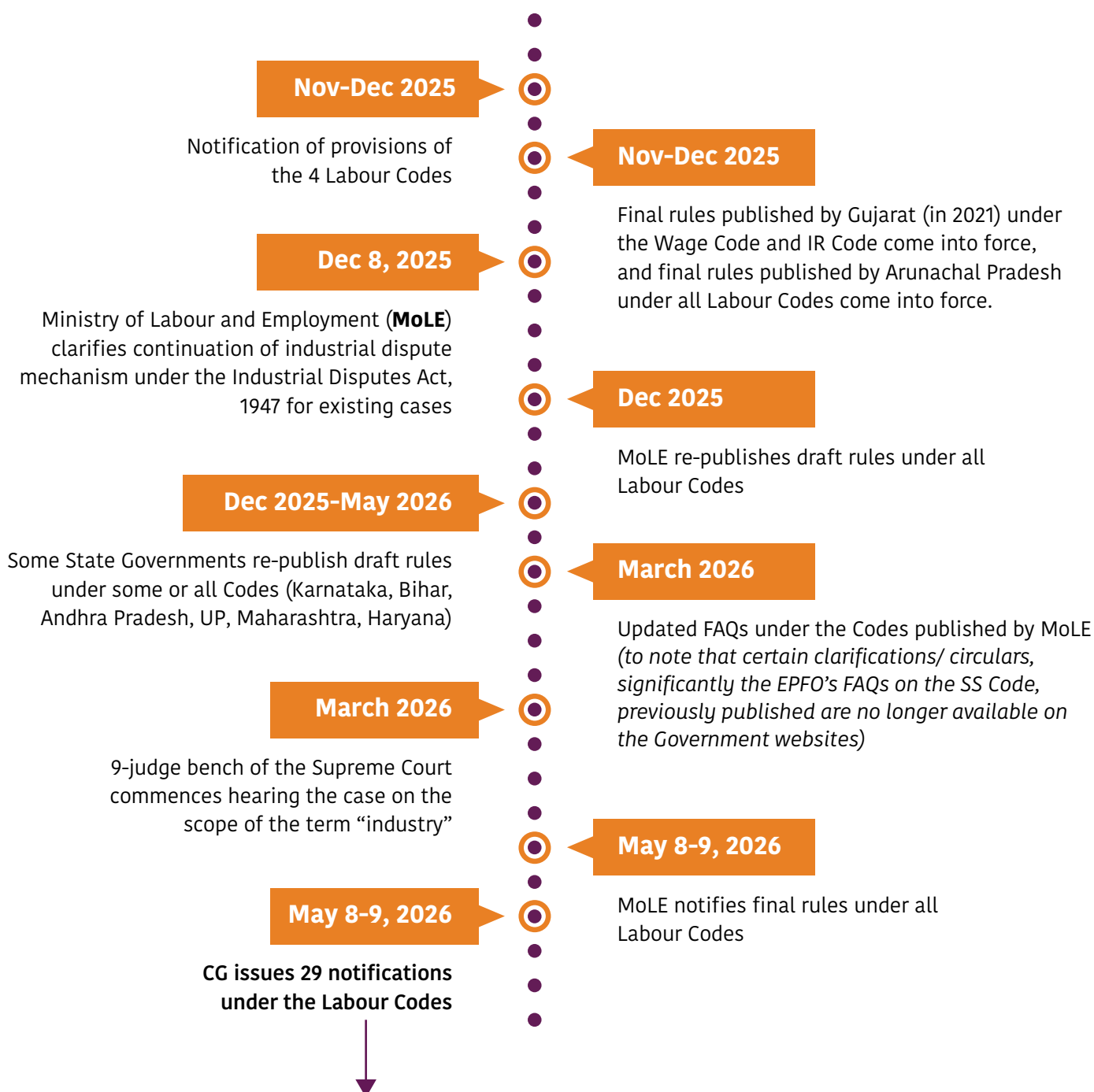


# Six Months of the Labour Codes



cyril amarchand mangaldas  
ahead of the curve



- Final model standing orders for manufacturing, mining and services industry
- Various authorities designated, notified and authorized: Certifying officers under IR Code, listing officers for retrenchment notices under IR Code, appellate authorities under IR Code, conciliation officers, officers to exercise functions for compounding of offences under IR and SS Codes, officers for prosecution of offences under IR Code and SS Code, Inspector-cum-Facilitator under SS Code for inspection schemes, authorized officers for ESI chapter of SS Code, recovery officers for the SS Code
- Central Worker Re-Skilling Fund set up (further details on its operation awaited)
- BOCW cess rate notified as 1%
- 12% interest rate for delayed PF contributions under the SS Code

## What now for private employers?

What should have been completed?	What are the immediate next steps?	Plan for the future and what to expect
<ul style="list-style-type: none"> <li>▮ Wage structure analysis</li> <li>▮ Provisioning checks</li> <li>▮ Leave policies</li> <li>▮ Salary payment and settlement periods</li> <li>▮ Workforce analysis</li> </ul>	<ul style="list-style-type: none"> <li>▮ Provisioning for worker re-skilling fund</li> <li>▮ Compliance reviews, including analysis of contract labour arrangements</li> <li>▮ Registers and returns under the SS Code where Central Government would be the appropriate government</li> <li>▮ Aggregators to assess and comply with obligations in respect of gig and platform workers</li> </ul>	<ul style="list-style-type: none"> <li>▮ Preparedness for State rules in majority States</li> <li>▮ Alignment of internal systems:               <ul style="list-style-type: none"> <li>- Periodic returns, registers and filings</li> <li>- Review and audit of vendor compliances</li> <li>- Committees mandated under law</li> <li>- Trade union recognition processes</li> </ul> </li> <li>▮ New schemes relating to employees' provident fund and employees' state insurance regulations (current schemes/ regulations remain in force till at least November 21, 2026)</li> <li>▮ Welfare schemes for gig and platform workers</li> </ul>

**Compliance framework under the Codes is still not complete/ comprehensive for private employers in majority States.**

**Where an organization has branches in >1 State – the Central Rules under the SS Code will apply; in other cases, State rules will apply.**

**State rules in majority States under all Codes are still awaited.**



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