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India's Labour Reforms: Decoding the Four Codes

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The Government has announced the implementation of the Four Labour Codes—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—with effect from November 21, 2025. This move heralds a “transformational change” by consolidating 29 existing Central labour laws.

All Central Trade Unions, including CITU, AITUC, INTUC, HMS, SEWA, AIUTUC, AICTTU, UTUC, TUCC and others, unanimously opposed the Codes in every consultation with concrete irrefutable arguments supported by documentary evidences. The government ignored every major objection raised by the trade unions.

The four Labour Codes are an instrument of corporate-driven labour market deregulation, aimed at destroying job security, suppressing the right to strike, dismantling labour inspection, expanding contractualisation and fixed-term employment, weakening unions and collective bargaining and limiting social security to token schemes – all aimed at a mad drive of minimising labour costs and dismantling labour rights.

Government claims that Codes aim to align the labour ecosystem with modern global standards, ensuring enhanced welfare and protection for the workforce. Key merits include universal minimum wages, enhanced social security coverage for gig workers, mandatory appointment letters to all employees, and simplified compliance via a single registration and return system.

However, the consolidation also creates demerits, such as raising the regulatory thresholds (e.g., for Standing Orders) and retaining income-based exclusions which prevent high-earning supervisory cadres from accessing core “worker” rights in industrial disputes.

Understanding the balance of these merits and demerits, through direct comparison with the repealed laws, is essential for every stakeholder, ensuring the workforce is protected, productive, and future-ready. Our endeavor is to clarify these complex shifts for a comprehensive understanding of the new Code regime.

Merits and Demerits of

Industrial Relation Code, 2020

The Industrial Relations Code, 2020 (IR Code), represents the consolidation and amendment of following three pivotal earlier laws.

1. The Industrial Disputes Act, 1947.
2. The Industrial Employment (Standing Orders) Act, 1946.
3. The Trade Unions Act, 1926.

The IR Code fundamentally alters the framework of industrial relations in India, introducing significant merits in formality and dispute management, while simultaneously introducing demerits, particularly concerning the definition of a “worker” and the threshold for core legal protections.

Merits of the Industrial Relations Code, 2020

The IR Code, 2020, introduces structural improvements and modernized provisions largely absent in the previous fragmented laws:

1. Formalized Collective Bargaining and Recognition (Compared to The Trade Union Act, 1926)

The previous Trade Unions Act, 1926, focused mainly on registration and rights of members. The IR Code transforms collective bargaining into a structured, enforceable process:

- ✓ **Recognition of Negotiating Bodies:** The IR Code mandates the formal recognition of a Trade Union as the sole negotiating union if it has the support of fifty-one per cent. or more workers on the muster roll. If no union meets this threshold, a negotiating council must be formed, consisting of representatives of registered Trade Unions that have the support of not less than twenty per cent. of the total workers. This formalization enhances the collective bargaining power of the majority union.
- ✓ **Prohibition of Unfair Labour Practices:** The IR Code specifies that committing unfair labour practices is illegal. This includes the explicit prohibition against an employer's refusal to bargain collectively, in good faith with the recognised Trade Unions. This provides a concrete legal mechanism for unions to

enforce their right to negotiate, which was previously less defined.

2. Enhanced Dispute Resolution Mechanism (Compared to The Industrial Disputes Act, 1947)

- ✓ **Direct Access to Tribunal:** The new Code allows an individual worker, whose services have been discharged, dismissed, retrenched, or terminated, to make an application directly to the Tribunal for adjudication after the expiry of forty-five days from the date they applied to the conciliation officer. This provision offers faster and more predictable dispute resolution for the aggrieved worker.
- ✓ **Two-Member Tribunal Structure:** Industrial Tribunals constituted under the IR Code will consist of two members (a Judicial Member and an Administrative Member). A bench consisting of both Judicial and Administrative Members is required to entertain and decide complex cases relating to standing orders, discharge/dismissal, retrenchment, closure, and illegality of strikes/lockouts. This aims to improve the quality of adjudication.
- ✓ **Time-Bound Conciliation:** The conciliation officer must send the failure report to the concerned parties and the appropriate Government within forty-five days of the commencement of proceedings, or within a shorter period if fixed by the appropriate Government.

3. Formalization of Fixed-Term Employment (Compared to The Industrial Disputes Act, 1947 & The Industrial Employment (Standing Orders) Act, 1946.)

The earlier laws lacked clear definitions or protections for Fixed-Term Employees (FTE), which often resulted in precarious employment. The IR Code mandates greater protection:

- ✓ **Equality of Benefits:** FTEs are formalized and must receive all statutory benefits equal to permanent workers proportionately, including leave, medical, and social security.
- ✓ **Gratuity Right After One Year:** An FTE becomes eligible for gratuity if he renders service under the contract for a period of one year, overriding the traditional five-year qualifying period. This is intended to increase protection and income for these workers and promote direct hiring.
- ✓ **Mandatory Standing Orders Inclusion:** The Standing Orders are specifically required to cover the classification of workers, including Fixed Term Employment.

4. Simplified Compliance and Record Keeping

The IR Code facilitates better administrative governance:

- ✓ **Single Registration/Licence:** The Code promotes a single registration, PAN-India single licence, and single return system, replacing multiple overlapping filings, thereby simplifying processes.
- ✓ **Mandatory Appointment Letters:** While not directly replacing an IR provision, the Code introduces the mandatory requirement of appointment letters for all workers, ensuring transparency and written proof of employment terms.

Demerits of the Industrial Relations Code, 2020

The primary criticisms from a union perspective arise from the increase in regulatory thresholds and the deliberate exclusion of large segments of the supervisory workforce from core industrial rights.

1. Increased Threshold for Standing Orders (Compared to The Industrial Employment (Standing Orders) Act, 1946)

The Industrial Employment (Standing Orders) Act, 1946, required establishments to frame Standing Orders, which formalized rules regarding conduct, discipline, and working conditions.

- ✓ **Increased Applicability Limit:** The IR Code raises the threshold for mandatory application of Standing Orders from 100 workers to three hundred or more workers.
- ✓ **Demerit:** This increase significantly eases the regulatory burden for small units but simultaneously excludes many smaller and medium-sized establishments from the protection and formality provided by certified Standing Orders. Workers in establishments employing between 100 and 299 people lose the statutory right to codified terms of employment and discipline. Raising the retrenchment, layoff and closure threshold to 300 workers for prior government permission enables hire-and-fire in more than 90% of Indian workplaces.

2. Discrimination Against Supervisory Cadre (Compared to The Industrial Disputes Act, 1947)

The IR Code retains and adjusts the exclusion clause for managerial and high-paid supervisory staff, continuing a major weakness from the old Industrial Disputes Act, 1947 (IR1), where supervisory staff earning over a low threshold (then ₹10,000 per month) were excluded from "workman" status.

Demerits: The IR Code explicitly excludes persons employed mainly in a managerial or administrative capacity and those employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per month (₹18,000) from the definition of a "worker" for IR purposes.

3. Rigidity in Strike and Lock-out Procedures (Compared to The Industrial Disputes Act, 1947)

The IR Code retains stringent provisions for strikes and lock-outs, ensuring that industrial action is strictly controlled.

- ✓ **Prohibition During Proceedings:** A strike is deemed illegal if it is commenced or continued in contravention of the Code. Strikes or lock-outs may be prohibited during the pendency of a voluntary reference of a dispute to arbitration.
- **Demerit:** While not a demerit relative to the older ID Act (which had similar prohibitions), the Code ensures that workers must follow multiple notice requirements and cannot strike during pending conciliation or arbitration, potentially slowing the ability to exert pressure during key dispute resolution stages.

Merits and Demerits of the code on wages, 2019

The Code on Wages, 2019 (Wages Code), is the product of consolidating four key central labour laws relating to wages, bonus, and equal remuneration, which correspond to the laws referenced in your query:

Code on Wages Component	Repealed/Amended Laws
Wages and Payment	The Payment of Wages Act, 1936, and its amendments
Minimum Wages	The Minimum Wages Act, 1948 in context of Minimum Wages).
Bonus	The Payment of Bonus Act, 1965, and its amendments
Equal Remuneration	The Equal Remuneration Act, 1976

The Code represents both significant merits and certain demerits from a technical and legal standpoint.

Merits of The Code on Wages, 2019

The Wages Code introduces statutory rights and structural clarity that were often ambiguous, limited, or absent in the former laws.

Area of Comparison	New Provision	Merit Over Old Laws
Minimum Wage Coverage	Statutory right to minimum wage payment guaranteed to all workers.	Universalization: The Minimum Wages Act, 1948 applied minimum wages only to "scheduled employments". The Code ensures all workers, regardless of industry or skill level, receive minimum wages.

National Floor Wage	The Central Government shall fix a National Floor Wage (NFW) , ensuring no worker receives a wage below this set minimum living standard.	Decent Standard of Living: The NFW introduces a concept of baseline income across the country, aiming to guarantee a decent standard of living.
Wage Calculation Base	A comprehensive, uniform definition of "wages" is established. Non-remuneration components (like HRA, conveyance, and overtime) cannot exceed one-half (50%) of the total remuneration.	Enhanced Social Security Base: By capping exclusions, the Code mandates a higher statutory base (wage) for calculating benefits (like Provident Fund and Gratuity under the SS Code), ensuring higher worker savings and protection.
Equal Pay	The Code explicitly mandates gender-neutral pay and job opportunities. The definition of "same work or work of a similar nature" is detailed based on required skill, effort, experience, and responsibility.	Broader Non-Discrimination: It reinforces and modernizes the core principle of the Equal Remuneration Act, 1976, prohibiting discrimination on the ground of sex in recruitment for the same or similar nature of work.

Retirements

S.No.	NAME	DESIGNATION	BRANCH
1	Com. BALAJI A	ASST.GENERAL MANAGER	CO: FINANCIAL INCLUSION DEPARTMENT
2	Com. SANTOSH KUMAR	SENIOR MANAGER	SAMV LUCKNOW
3	Com. MRINAL KANTI SAHU .	SENIOR MANAGER	MIDNAPORE MAIN
4	Com. SUDHIR RANJAN DASH .	Approver of Documents(DAMC)	DAMC BHUBANESWAR
5	Com. PETER HERMAN LUGUN .	Officer-in-Charge CC	KUTCHERY RD
6	Com. DIPESH KUMAR .	ASST. BRANCH MANAGER	PAYRADANGA
7	Com. P V AMBIKA MUNESH	ASST. BRANCH MANAGER	SADHASHIV NAGAR
8	Com. DIPAK KUMAR DE	ASST. BRANCH MANAGER	KOLKATA MAIN
9	Com. PRAMOD SHRIDHARRAO BORIKAR	ASST. BRANCH MANAGER	GHONSA
10	Com. DEVENDRA SINGH	MANAGER	ETAWAH
11	Com. SAGAYARAJ M .	ASST. MANAGER	VARICHIKUDY

AIIOA Wishes the above Comrades a Very Happy, Healthy and Peaceful Retired Life.

Payment Modes	Wages shall be paid in cash, cheque, bank credit, or by electronic mode .	Modernization: While amendments to the Payment of Wages Act had allowed bank payments, the Code reinforces electronic payment methods as standard practice.
Burden of Proof	The burden to prove that dues have been paid (wages or bonus) shall be on the employer .	Worker Protection: This shifts the legal responsibility away from the worker having to prove non-payment—a major advantage for employees in litigation.
Overtime Pay	Overtime work must be paid at a rate that is not less than twice the normal rate of wages .	Standardized Higher Rate: The rate for overtime is explicitly defined as double the normal rate.
Mandatory Records	Employers must maintain detailed records and registers, electronically or otherwise, covering persons employed, wages, and other details in the prescribed manner.	Increased Compliance Burden and Penalties (vs. The payment of wages Act 1936). Failure to comply, such as non-maintenance or improper maintenance of records, is punishable with a fine extending up to ten thousand rupees . Failure to pay the due amount can lead to a fine up to fifty thousand rupees for the first offense.

Demerits of The Code on Wages, 2019

The consolidation introduces potential demerits, particularly concerning the rigidity of the legal structure and the limits placed on statutory claims:

1. Retention of Benefit Ceilings

Although the Code removes the wage ceiling for the general applicability of minimum wages, the ceilings for certain specific benefits remain, limiting the advantage for higher-paid staff:

- ✓ **Bonus Calculation Cap:** The Code retains the concept of a statutory ceiling for bonus eligibility and calculation. Bonus is payable only to employees drawing wages not exceeding an amount determined by notification, and the maximum amount considered for bonus calculation is also capped by notification. This continues the mechanism from the repealed Payment of Bonus Act, ensuring that high-earning employees receive bonus calculated only on a fraction of their actual earnings.

2. Strict Bar on Civil Court Jurisdiction (vs. The Payment of Wages Act 1936)

While designed to simplify legal recourse, the stringent prohibition on challenging claims outside the codified system can limit options:

- ✓ **Jurisdictional Barrier:** The Wages Code strictly enforces a bar on civil courts from entertaining any suit for the recovery of minimum wages, deductions, discrimination in wages, or bonus, if the claim could have been recovered under the Code. This rigidity means that once the specialized authority (Gazetted Officer/Appellate Authority) rules on a wage matter, the recourse to a civil court is blocked, pushing appeals solely into the writ jurisdiction of High Courts for questions of law, rather than offering a path for a fresh trial.

In analogy, moving from the old to the consolidated Wages Code is like upgrading from multiple, specialized tools (a separate wrench for minimum wage, a hammer for bonus, etc.) to a single, Swiss Army Knife. While the new tool (the Code) ensures everyone gets a mandatory foundational level of protection (Universal Minimum Wage), it standardizes the method of access and places sharp restrictions (Bar on Civil Courts) and heavy costs (High Penalties) on those who fail to use it precisely. It offers greater convenience and clarity but trades off specialized flexibility and legal recourse.

Merits and Demerits of the Code on Social Security, 2020

The Code on Social Security, 2020 (SS Code), consolidates nine separate central labour laws relating to social security, welfare, and compensation into a single, unified framework. This consolidation aims for universal coverage and modernization.

The consolidated laws, include:

- The Employee's Compensation Act, 1923
- The Employees' State Insurance Act, 1948
- The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
- The Maternity Benefit Act, 1961
- The Payment of Gratuity Act, 1972
- The Cine-Workers Welfare Fund Act, 1981
- The Building and Other Construction Workers' Welfare Cess Act, 1996
- The Unorganised Workers' Social Security Act, 2008

Here is a comparison of the merits and demerits of the Code on Social Security, 2020 against these former laws, from a social protection standpoint:

Merits of the Code on Social Security, 2020

The SS Code's primary merit is the unprecedented expansion of coverage and the formalization of benefits, resolving limitations present in the previous fragmented statutes.

Area	Merits of SS Code	Comparison to Old Laws
Universal Coverage	All workers, including gig workers and platform workers , are brought under the social security net.	Previously, social security coverage was limited . The Unorganised Workers' Social Security Act, 2008 , had narrower scope and funding mechanisms.
Gratuity Reforms	Fixed Term Employees (FTEs) become eligible for gratuity if they render service under the contract for a period of one year .	The Payment of Gratuity Act, 1972 , generally required five years of continuous service for gratuity eligibility. This is a major improvement in job transition benefits.
Employee Compensation Expansion	Accidents occurring to an employee while commuting from their residence to the place of employment for duty, or vice-versa, are deemed to have arisen out of and in the course of employment if nexus is established.	The old Employee's Compensation Act, 1923 , was generally more restrictive on "in the course of employment," often excluding commuting accidents.
Financial Security & Priority	Any amount due under the Chapters related to PF, ESI, Gratuity, Maternity, or Compensation shall be a charge on the assets of the establishment and shall be paid in priority in accordance with the provisions of the Insolvency and Bankruptcy Code, 2016.	This significantly strengthens the worker's financial claim in the event of an employer's insolvency or financial distress , providing a superior debt priority not explicitly guaranteed under all individual old laws.
Administrative Structure	Constitutes the National Social Security Board for unorganized, gig, and platform workers.	This centralized body ensures monitoring and recommendations for schemes, which was lacking under the older Unorganised Workers' Social Security Act .

Demerits of the Code on Social Security, 2020

The SS Code introduces complex new structures and limitations, particularly regarding the intersection of different benefits and the financing of schemes for emerging work categories.

Area	Demerits of SS Code	Comparison to Old Laws
Forced Exclusion/Choice	Workers eligible for ESI benefits (Chapter IV) are not entitled to claim: Employee's Compensation or Maternity Benefit from their employer.	This structure eliminates the possibility of the employee choosing the most favorable benefit where the old ESI Act and Employee's Compensation Act or Maternity Benefit Act might have offered overlapping, but differently calculated, benefits.
Continued Wage Ceilings	For the application of PF (Chapter III) and ESI (Chapter IV), the term "employee" refers to individuals drawing wages less than or equal to the wage ceiling notified by the Central Government .	While aiming for universal coverage, this reliance on a ceiling (a feature of the old EPF Act and ESI Act) continues to exclude higher-earning employees from mandatory participation in certain core statutory schemes.
Complexity of Gig/Platform Funding	Gig and Platform worker schemes are funded through complex mechanisms, including contributions from aggregators at a rate not exceeding 2% but not less than 1% of annual turnover, capped at 5% of the payment made to workers.	This new, intricate funding mandate for aggregators, dependent on government notification for rates and commencement, introduces significant administrative complexity that was not present in the broader, simpler mandates of the repealed laws.
Cess Collection Ambiguity	Cess for Building and Other Construction Workers is levied at 1% to 2% of construction cost. It relies on employer self-assessment and filing a return.	While based on the BOCW Cess Act, 1996 , the reliance on self-assessment followed by inquiry by an officer if a discrepancy is found suggests the administrative challenge and potential for evasion inherent in the old cess collection method persists, despite attempts at formalization.

Formalization of Employment	Mandatory appointment letters must be issued to all workers.	The new Code promotes employment history and formal employment. But Fixed-term employment legalises permanent temporariness in perennial and core jobs. Employers/corporates are endowed with unrestricted power to replace permanent jobs with short-term contracts. Gratuity after one year does not compensate for the loss of continuity of service, seniority, and actual benefits. This provision is aimed at destroying stable employment and weakening unionisation.
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Summary of SS Code's Impact

The Code on Social Security, 2020, acts as a social security umbrella, successfully bringing millions of previously unprotected workers (like gig workers and short-term FTEs) under a mandatory welfare net by consolidating nine laws. However, this unification introduces a trade-off between broad inclusion and legal choice, as it forces employees into the Code's specific benefit channels, precluding them from claiming benefits under separate, potentially more favorable, repealed Acts.

Merits and Demerits of the Occupational safety, Health and working conditions code 2020

The Occupational Safety, Health and Working Conditions Code, 2020 (OSHWC Code) is an amalgamation and amendment of thirteen previous central laws regulating workplace safety, health, and conditions, including:

- ✓ The Factories Act, 1948
- ✓ The Plantations Labour Act, 1951
- ✓ The Mines Act, 1952
- ✓ The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
- ✓ The Working Journalists (Fixation of Rates of Wages) Act, 1958
- ✓ The Motor Transport Workers Act, 1961
- ✓ The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- ✓ The Contract Labour (Regulation and Abolition) Act, 1970
- ✓ The Sales Promotion Employees (Conditions of Ser-

vice) Act, 1976

- ✓ The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
- ✓ The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
- ✓ The Dock Workers (Safety, Health and Welfare) Act, 1986
- ✓ The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

The comparison below highlights the primary merits (improvements) and demerits (drawbacks or increased burdens) resulting from this consolidation:

Merits of the OSHWC Code, 2020

The new Code ensures enhanced and universal coverage of basic OSH standards, formalizing and modernizing protections that were previously specific to certain acts.

1. Universal Health, Welfare, and Formalization

The OSHWC Code extends critical, proactive health and welfare provisions universally, benefiting workers across all previously separated sectors:

- ✓ **Mandatory Annual Health Checks:** Unlike the previous laws, the OSHWC Code mandates that employers must provide all workers above the age of 40 years with a free annual health check-up. This provision applies to Mine Workers, Plantation Workers, and Hazardous Industry Workers.
- ✓ **Safety Accountability:** The Code requires mandatory safety committees in establishments with 500 or more workers.
- ✓ **Protection for Specific Sectors:**
 - ✓ Dock Workers : All dock workers, whether contract or temporary, are guaranteed mandatory appointment letters, provident fund, pension, and insurance benefits. This formalizes and significantly strengthens the legal protection for Dock Workers previously covered by the Dock Workers (Safety, Health and Welfare) Act, 1986.
 - ✓ Plantation Safety : Plantation workers are now explicitly brought under the Code. Employers must ensure safety measures regarding the use, handling, storage, and transport of insecticides, pesticides, chemicals, and toxic substances, along with providing protective clothing and equipment. This updates the safety mandate of the Plantations Labour Act, 1951.
 - ✓ Digital/Audio-Visual Workers : Digital and audio-visual workers, including journalists in electronic media, dubbing artists, and stunt persons, are formally recognized and guaranteed full benefits, including appointment letters and double

pay for overtime.

- ✓ **Inter-State Migrant Workers' Rights :** The Code mandates that all Inter-State Migrant Workers (direct, contractor-based, and self-migrated) receive equal wages, welfare benefits, and PDS portability benefits. Furthermore, the government is required to maintain a database or record for them.
- ✓ **Overtime:** Overtime pay is fixed at a rate not less than twice the normal rate of wages, and must be consent-based.

2. Administrative Simplification and Enforcement

The consolidation streamlines regulatory procedures:

- **Single Compliance Window:** The Code introduces a system for a single registration, single licence, and single return across safety and working conditions requirements, replacing multiple overlapping filings under the separate Acts.
- **Inspector-cum-Facilitator:** The system shifts the function of enforcement toward an Inspector-cum-Facilitator, who is mandated to advise employers on compliance, moving away from a purely punitive approach, especially for minor violations.

Demerits of the OSHWC Code, 2020

The structural changes introduce two significant demerits related to scope reduction and continued exclusion of specific cadres:

1. Increased Regulatory Thresholds (Reduced Coverage)

The Code eases the regulatory burden on smaller employers by raising the minimum size required for certain laws to apply, effectively deregulating many medium and small-sized enterprises previously covered by the Acts:

- ✓ **Contract Labour :** The OSHWC Code is applicable only to every establishment in which fifty or more contract labour are employed.
- ✓ **Demerit:** This significantly raises the bar for regulation. Establishments employing between 20 and 49 contract workers, who were previously covered under the central Contract Labour (Regulation and Abolition) Act, 1970, now fall outside the purview of the OSHWC Code's protection and oversight.
- ✓ **Factory/Establishment Applicability:** The Code allows for higher factory applicability limits.
- ✓ **Demerit:** While this provides an ease of doing business for small units, it results in the exclusion of workers in numerous small and medium-sized factories from the mandatory safety, health, and welfare provisions that were enforced by the original Factories Act, 1948, if they fall below the new, higher threshold.

2. Continued Exclusion of High-Paid Supervisory Staff

The Code maintains a discriminatory exclusion based on wages for those seeking "worker" protection under its safety and working conditions mandates:

- ✓ **Exclusion Threshold:** The definition of a "worker" explicitly excludes any person employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per mensem (₹18,000) or anyone employed in a managerial or administrative capacity.
- ✓ **Demerit:** This exclusion is applied for the purpose of the entire Code. Therefore, high-earning supervisory staff and officers in establishments like plantations, mines, or factories, despite working in potentially hazardous environments, are denied the statutory rights and protections of a "worker" under the OSHWC Code, forcing them to rely on less advantageous contractual claims for safety breaches or unfair dismissals (similar to the impact noted under the IR Code).

3. Removal of Gender Restrictions:

This code reportedly breaks down historical barriers related to working conditions.

Demerits: Allowing night shifts without enforceable safeguards and consent leads to coerced consent in a distressed labour market. The Codes do nothing to address the real problems faced by women workers, i.e., contractualisation, unequal pay, harassment, unsafe workplaces and denial of maternity benefits. Prohibitions on gender discrimination remain meaningless without strong enforcement.

Conclusion

The Government claims that it is committed to achieving social justice for all workers and views the Codes as boosting employment and strengthening resilient industries for Aatmanirbhar Bharat. However, the success of this reform hinges not only on the enacted legislation but also on the "corresponding rules" that must be framed by the appropriate Government.

The Government should have carried out "wide-ranging consultations" during the drafting phase. We must now demand that the Government "should engage the public and stakeholders", especially representatives of the organized workforce, during the implementation of these crucial rules, regulations, and schemes.

To ensure the Codes truly beneficial to the workers and avoid unintended consequences that disadvantage workforces, we urge the Government to establish a formal and structured mechanism to collect detailed inputs from the Trade Unions on all prescribed matters. This continuous feedback is necessary to mitigate the structural demerits and ensure that the final implementation results in a truly workforce-friendly labour code that is protected, productive, and aligned with the aspirations of India's labour ecosystem. ●

Photo Gallery

Members Meet



at Dharmapuri on 18.11.2025



at Salem on 27.11.2025



at Madurai on 05.12.2025