



Labour Codes

FAQ by UCS



SECTION 1: THE CODES AND CURRENT IMPLEMENTATION STATUS

Q1. What exactly are the Four Labour Codes?

The Labour Codes are four consolidated labour laws introduced by the Government of India to replace 29 existing labour legislations. They are intended to simplify, modernize, and unify India's labour framework.

The four Codes are:

1. **Code on Wages, 2019**
2. **Industrial Relations Code, 2020**
3. **Social Security Code, 2020**
4. **OSH (Occupational Safety and Health & Working Conditions) Code, 2020**

Q2. What happened on 21 November 2025?

On 21 November 2025, the Central Government issued Gazette notifications bringing all four Labour Codes into force *on paper*.

However, this does not mean they became fully implementable overnight.

Q3. Does this mean all existing labour laws have been repealed immediately?

No.

The Government clearly stated that all existing labour laws will continue during the transition period. Only after both Central Rules and State/UT Rules are notified will the old laws be completely replaced.

During transition:

“The relevant provisions of the existing labour Acts and their respective rules will continue to remain in force.”

SECTION 2: THE NEED FOR A TRANSITION PERIOD

Q4. If the Codes are notified, why is a transition period required?

Because labour is a Concurrent List subject.

- The Central Government makes the main law (the Codes).
- Each State/UT must draft and notify its own Rules to operationalize those Codes.

Until both are complete, the Codes cannot be fully implemented.

Q5. Do the Codes apply at all before State Rules are notified?

Technically yes, but practically no.

- The Codes are “notified” (Formally in force).
- But without State Rules, implementation is not possible.
- Therefore, old labour laws continue to apply until all Rules, Schemes, Standards, and IT systems are finalized.

In simple terms:

Codes = Notified.

Implementation = Not started.

SECTION 3: ACTION PLAN FOR EMPLOYERS

Q6. What is the current position for employers and HR teams?

- The Codes were notified on 21 November 2025.
- But old laws continue until States notify their Rules.
- There is no immediate change to compliance requirements.
- No need to alter payroll structures, policies, or labour practices yet.
- Implementation will begin gradually, once State frameworks are finalized.

Q7. How should employers prepare during this transition?

Employers should begin internal preparation while continuing compliance under existing laws:

- Track State-specific notifications and updates.
- Keep HR, payroll, and compliance teams informed about expected changes.
- Review internal systems for readiness (Wage definition, Registers, Working Hours, CLRA, OSH requirements).
- Avoid premature policy changes until the State Rules are clear.

Q8. What is the status of State Rules? (As on Nov 2025– PIB Press Release)

State / UT	Code on Wages	IR Code	Social Security Code	OSHC Code	Remarks / Current Status
Andhra Pradesh	✓	✓	✓	✓	All 4 Codes draft rules published
Arunachal Pradesh	✓	✓	✗	✓	SS Code pending
Assam	✓	✓	✓	✓	All 4 draft rules published
Bihar	✓	✓	✓	✓	All draft rules published
Chhattisgarh	✓	✓	✓	✓	All draft rules published
Goa	✓	✓	✓	✓	All published
Gujarat	✓	✓	✓	✓	One of the first to complete all 4
Haryana	✓	✓	✓	✓	All draft rules published
Himachal Pradesh	✓	✓	✓	✓	All draft rules published
Jharkhand	✓	✓	✓	✓	All draft rules published
Karnataka	✓	✓	✓	✓	All draft rules published
Kerala	✓	✓	✓	✓	All draft rules published
Madhya Pradesh	✓	✓	✓	✓	All 4 completed
Maharashtra	✓	✓	✓	✓	All draft rules published
Manipur	✓	✓	✗	✓	SS Code pending
Meghalaya	✓	✓	✓	✓	All published
Mizoram	✓	✓	✗	✓	SS Code pending
Nagaland	✓	✓	✗	✓	SS Code pending
Odisha	✓	✓	✓	✓	All draft rules published
Punjab	✓	✓	✓	✓	All draft rules published
Rajasthan	✓	✓	✓	✓	All published
Sikkim	✓	✓	✓	✓	All draft rules published
Tamil Nadu	✓	✓	✗	✓	SS Code draft rules not published
Telangana	✓	✓	✓	✓	All draft rules published
Tripura	✓	✓	✓	✓	All published
Uttar Pradesh	✓	✓	✓	✓	All draft rules published
Uttarakhand	✓	✓	✓	✓	All rules published
West Bengal	✗	✗	✗	✗	No draft rules for any Code
Andaman & Nicobar Islands	✓	✓	✓	✓	All Codes covered
Chandigarh	✓	✓	✓	✓	All draft rules published
Dadra & Nagar Haveli & Daman & Diu	✓	✓	✓	✓	All draft rules published
Delhi (NCT)	✓	✗	✗	✗	Only Wage Code draft rules published
Jammu & Kashmir	✓	✓	✓	✓	All draft rules published
Ladakh	✓	✓	✗	✓	SS Code pending
Lakshadweep	✗	✗	✗	✗	No rules under any Code
Puducherry	✓	✓	✓	✓	All draft rules published

Labour Code Draft Rules Summary Snapshot (Nationwide)

Code	States/UTs Published Draft Rules	Pending States
Code on Wages	34 States/UTs	West Bengal, Lakshadweep
Industrial Relations Code	33 States/UTs	Delhi, West Bengal, Lakshadweep
Social Security Code	32 States/UTs	Tamil Nadu, Mizoram, Nagaland, Manipur, Ladakh, West Bengal, Lakshadweep, Delhi
OSHC Code	33 States/UTs	West Bengal, Lakshadweep

Bottle line: Even though the Central Government notified all four Codes on 21 November 2025, they cannot replace old labour laws until both Central Rules + State Rules + IT systems are notified.