

## The Labour Codes



### KEY HIGHLIGHTS

- Till now 22 states have pre-published draft rules on for **all four codes**.
- Out of 36 states, there are 5 states will have pre-published drafts of **only three codes**.
- Andaman & Nicobar is only state that have pre-published **only two codes**.
- There are 3 states including Delhi which have published **only one labour code**.
- There are 5 states which are yet to pre-publish any of the labour code.

### TCF- NEWSLETTER

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## Greetings to our Readers!!!

The four labour codes namely The Code on Wages 2019, The Industrial Relations Code 2020, The Code of Social Security 2020 and The Occupational Safety, Health and Working Conditions Code 2020 are set to replace 29 labor laws.

With most of the states are ready with draft rules, the view in the Labour Ministry is converging towards a “one-go” or simultaneous implementation of all four codes even as there are some concerns about the timing of the rollout.

### States which have published the draft of following codes:

States	The Code on wages 2019	The Industrial Relations code 2020	The Code of Social Security 2020	The Occupational Safety, Health and working conditions code 2020
Andhra Pradesh	Yes	Yes	Yes	Yes
Arunachal Pradesh	Yes	Yes	No	Yes
Assam	Yes	Yes	Yes	Yes
Bihar	Yes	Yes	Yes	Yes
Andaman & Nicobar	Yes	No	Yes	No
Chhattisgarh	Yes	Yes	Yes	Yes
Chandigarh	Yes	Yes	Yes	Yes
Delhi	Yes	No	No	No
Dadar and Nager Havei & Daman and Diu	No	No	No	No
Gujrat	Yes	Yes	Yes	Yes
Goa	Yes	Yes	Yes	No
Haryana	Yes	Yes	Yes	Yes
Himachal Pradesh	Yes	Yes	Yes	Yes
Jharkhand	Yes	Yes	Yes	Yes

<b>Jammu &amp; Kashmir</b>	Yes	Yes	Yes	Yes
<b>Karnataka</b>	Yes	Yes	Yes	Yes
<b>Kerala</b>	Yes	Yes	Yes	Yes
<b>Ladakh</b>	Yes	Yes	Yes	Yes
<b>Lakshadweep</b>	No	No	No	No
<b>Madhya Pradesh</b>	Yes	Yes	Yes	Yes
<b>Maharashtra</b>	Yes	Yes	Yes	Yes
<b>Manipur</b>	Yes	Yes	Yes	Yes
<b>Meghalaya</b>	No	No	No	No
<b>Mizoram</b>	Yes	Yes	Yes	No
<b>Nagaland</b>	No	No	No	No
<b>Odisha</b>	Yes	Yes	Yes	Yes
<b>Puducherry</b>	Yes	Yes	Yes	No
<b>Punjab</b>	Yes	Yes	Yes	Yes
<b>Rajasthan</b>	Yes	No	No	No
<b>Sikkim</b>	Yes	No	No	No
<b>Tripura</b>	Yes	Yes	Yes	Yes
<b>Tamil Nadu</b>	Yes	Yes	No	Yes
<b>Telangana</b>	Yes	Yes	Yes	Yes
<b>Uttar Pradesh</b>	Yes	Yes	Yes	Yes
<b>Uttarakhand</b>	Yes	Yes	Yes	Yes
<b>West Bengal</b>	No	No	No	No

Since many states have pre-published draft rules, The Minister for Labour and Employment was recently quoted as indicating that the Codes would be made effective not later than 2023. In view of the above observation, the organizations must take immediate actions to prepare themselves for the implementation of the Codes. Accordingly, they must be ready to analyze the salary structure and revise the same considering the overall financial impact. In addition to the above, the labour codes require immediate attention on drafting of appointment letter and identification of core and non-core activities for all manufacturing business. Further, it is important for all organizations to align Human Resource Policy as per codes emphasizing on the benefits provided to fixed term employees, women workers and contract workers.

*Since, the Labour Codes imposes heavy penalties for non-compliance of the changes as briefly mentioned above, we at Tokyo Consulting Firm, may assist our clients and advise the way forward in implementing such changes.*

We hope that the above news will help the readers for their future reference.

For any further query, please free to contact us:

**Tokyo Consulting Firm Private Limited**

**DELHI OFFICE (HEAD OFFICE)**

Unit No. 317, Rectangle 1, D-4 PLOT,  
Saket Place, Saket, New Delhi 110017  
Tel: +91-11-4565-1750, +91-11-4104-4827

Mob: +91-98-1860-8511

**MUMBAI OFFICE**

A-502, Mittal Commercial, Off. M. V.  
Road,

Andheri-Kurla Road, Marol, Andheri  
East, Mumbai - 400059

Mob: +91-98-1860-8511

**BANGALORE OFFICE**

No. 82/1, 3rd Floor, 2nd Cross, KHB  
Colony, Koramangala, 5th Block,  
Bengaluru,

Karnataka- 560 095

Mob : +91-98-1179-9733

**CHENNAI OFFICE**

Real Enclave, No. 43, 4th Floor, Block  
No.406, Josiar Street,  
Nungambakkam,  
Chennai 600034,  
Tamil Nadu, India.

Mob: +91-98-1179-9733