



**Regulator: GOVT . Of India Ministry of Labour & Employment**

**Subject: New Labour Codes 2025**

As the New Labour Codes come into effect from 21st November 2025, organisations must prepare for operational, payroll, compliance, and HR policy adjustments. The Codes covering Wages, Industrial Relations, Social Security, and Occupational Safety & Health replace 29 earlier labour laws and introduce a unified framework that employers are now required to align with.

#### **Key Compliance Shifts for Organisations (POST NEW LABOUR CODES)**

1. Employers must issue appointment letters to all workers, establishing transparency, employment terms, and audit-ready documentation.
2. Minimum wages now apply across all sectors, and timely wage payment becomes a statutory obligation, requiring payroll discipline and updated systems.
3. Provident Fund (PF), ESIC, insurance, and other statutory benefits now extend to a wider employee base, including gig, platform, and contract workers, requiring contribution planning and system migration.
4. Women are permitted full occupational participation, including night work across all establishments, subject to required safety protocols and individual consent, ensuring equal access to high-income job roles.
5. A single registration, licence, and return mechanism replaces multiple filings, reducing administrative load but requiring accurate classification and record maintenance.
6. Employers must provide free annual health check-ups for workers above 40, along with strengthened safety standards, safety committees, and preventive frameworks.

Here is the official reference to the New Labour Code, which explains in greater detail the key sectors that will be impacted and highlights the differences between the old labour laws and the New Labour Codes.

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