

## HR Law Hotline

February 28, 2022

### FEAR OR CHEER? RUNNING THE LAST MILE ON LABOR LAW CONSOLIDATION IN A PANDEMIC WORLD

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#### SUMMARY

*Unless we live under a rock, we all know about the ongoing labor law consolidation!*

Yes, the four Labor Codes - the Code on Wages, Industrial Relations Code, Social Security Code and the Occupational Safety, Health and Working Conditions Code - are set to replace 29 labor laws.

All the labor codes have been enacted. A notification on their effective date is now awaited. The Central Government has also issued draft rules under Labor Codes that are in the near finalization stage. Meanwhile, the State Governments have been urged to speed up drafting and finalizing their state-specific rules under these Labor Codes. This is being done to ensure that the 4 Labor Codes are implemented across all states and union territories simultaneously. Many state governments have already published draft rules for consideration.

All the same, the question of preparedness is interesting to address given the potentially serious consequences of failure to adhere to these provisions. As with any change, there are concerns regarding the ramifications and definitions of many of the provisions. Let's hear what the experts - both from the industry and the legal fraternity - have to say about all this. They share their views exclusively with Legal Era!

For complete article, please click [here](#).

— Vikram Shroff

You can direct your queries or comments to the author

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