

iGlobal Law Annual Alert 2023 : India

Legal Change	Effective Date	Action required
<p>Enforcement of the labour codes</p> <p>Currently, the four labour codes on wages, industrial relations, working conditions and social security have received the Presidential assent and are awaiting enforcement.</p> <p>As of date, several states in India including Delhi, Maharashtra, Andhra Pradesh, Telangana among others have released draft rules for public consultation under the upcoming labour codes, which envisage important procedural aspects of the labour codes (including filing and reporting requirements for employers).</p> <p>Once brought into force, the labour codes will repeal most of the extant central labour laws.</p>	<p>FY 2023 – 2024 (tentative)</p>	<p>Since the codes have not come into effect yet, employers need not adhere to the provisions set out therein.</p> <p>However, employers looking to commence business in India as the tentative timeline of the enforcement of labour codes approaches, should take into account the provisions of the new codes and specifically the procedural requirements prescribed under the state-specific draft rules.</p> <p>Further, from a business perspective, it is advisable to ensure HR teams are alert to the new framework and are evaluating the organization-specific changes that may be required.</p>