

## iGlobal Law 2024 Annual Alert : India

Legal Change	Effective Date	Action required
<p><b>Enforcement of the labour codes</b></p> <p>The four Indian labour codes on wages, industrial relations, working conditions, and social security, which aim to replace the existing Indian labour laws, have obtained Presidential assent and are awaiting implementation.</p> <p>As of date, a majority of the Indian states have released their draft rules under some or all of the labour codes for public consultation, although only few states have finalised these rules (which in turn await enforcement). These rules outline crucial procedural elements, including employer filing and reporting obligations. Once brought into force, the labour codes will repeal most of the existing central labour laws.</p>	<p>Expected in 2024, exact date is unknown.</p>	<p>Currently, since the labour codes are still awaiting implementation, the applicable labour laws on employers continue to be the existing labour laws.</p> <p>Accordingly, existing employers need not yet align and revise their labour law compliances to the new codes.</p> <p>Having said that, potential employers looking to commence business in an Indian State closer to the expected enforcement of the new labour codes, should take into account the new codes and the state-specific rules.</p> <p>Further, from a business perspective, it is advisable that HR departments are fully aware of the new employment law framework and have evaluated the organization-specific changes that may be required once the new rules come into force.</p>