

NDA Update – New Labour Codes in place of existing Labour Laws

Dear All,

The four new Labour Codes that came into effect on 21st November 2025 have replaced 29 old central labour laws.

Below is the complete list of the 29 repealed labour laws with new Codes replacing them:

Code on Wages, 2019 → Replaces 4 laws

1. Payment of Wages Act, 1936
2. Minimum Wages Act, 1948
3. Payment of Bonus Act, 1965
4. Equal Remuneration Act, 1976

Industrial Relations Code, 2020 → Replaces 3 laws

1. Trade Unions Act, 192
2. Industrial Employment (Standing Orders) Act, 1946
3. Industrial Disputes Act, 1947

Code on Social Security, 2020 → Replaces 9 laws

1. Employees' Provident Funds and Miscellaneous Provisions Act, 1952
2. Employees' State Insurance Act, 1948
3. Maternity Benefit Act, 1961
4. Payment of Gratuity Act, 1972
5. Employees' Compensation Act, 1923
6. Unorganised Workers' Social Security Act, 2008
7. Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
8. Employees' Pension Scheme, 1995 (part of EPF Act)
9. Employees' Provident Funds Scheme, 1952 (part of EPF Act)

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Occupational Safety, Health and Working Conditions Code, 2020 → Replaces 13 laws

1. Factories Act, 1948
2. Contract Labour (Regulation and Abolition) Act, 1970
3. Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979
4. Plantations Labour Act, 1951
5. Mines Act, 1952 (only labour-related provisions)
6. Dock Workers (Safety, Health and Welfare) Act, 1986
7. Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
8. Motor Transport Workers Act, 1961
9. Beedi and Cigar Workers (Conditions of Employment) Act, 1966
10. Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
11. Sales Promotion Employees (Conditions of Service) Act, 1976
12. Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
13. Working Journalists (Fixation of Rates of Wages) Act, 1958

These 29 old laws have now been fully repealed by four labour codes with effect from 21st November 2025.