

**Eastern Railway**

No.E/Gaz./Misc./Labour Codes

Dated: 16.01.2026

All PHODs

Divisional Railway Manager  
Eastern Railway  
HWH/SDAH/ASN/MLDT

Chief Works Manager  
E.Rly, LLH/KPA/JMP

Sr. DPOs :- HWH/SDAH/ASN/MLDT  
Dy. CPOs :- JMP, KPA  
WPO:- LLH

**Sub:-Notification dated 21.11.2025 issued by the Ministry of Labour and Employment regarding Labour codes.**

\*\*\*\*\*

A copy of Railway Board's letter No.2025/E(LL)/AT/CNR/24 dated 03.12.2025 on the above subject matter is enclosed herewith for your information and further necessary action please.

(DA: As stated above)

( Sanjay Kumar )  
46/01/26  
Dy. Chief Personnel Officer / Gaz.  
for Principal Chief Personnel Officer

भारत सरकार/ GOVERNMENT OF INDIA  
रेल मंत्रालय/ MINISTRY OF RAILWAYS  
रेलवे बोर्ड/ RAILWAY BOARD

No.2025/E(LL)/AT/CNR/24

New Delhi, dated 03.12.2025

The General Manager (P)  
All Zonal Railways and Production Units

(Kind attention: PCPOs)

**Sub: Notifications dated 21.11.2025 issued by Ministry of Labour and Employment regarding Labour Codes**

The following four codes were notified by the Ministry of Law and Justice (Legislative Department) in the year 2019/2020:

- (i) The Code on Wages , 2019 (notified on 08.08.2019);
- (ii) The Industrial Relations Code, 2020 (notified on 29.09.2020);
- (iii) The Code on Social Security, 2020 (notified on 29.09.2020); and
- (iv) The Occupational Safety, Health and Working Conditions Code, 2020 (notified on 29.09.2020).

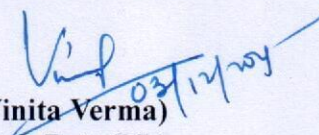
2. The provisions of the above codes have been made effective w.e.f. 21.11.2025 vide Notifications dated 21.11.2025 issued by Ministry of Labour and Employment (copies enclosed). The complete provisions of the codes have been made effective in respect of The Industrial Relations Code and The Occupational Safety, Health and Working Conditions Code. The provisions in respect of the other two codes (Code on Wages and Code on Social Security) have been made effective partially.

3. The Rules on the above Labour Codes are expected after the mandatory 45 days of notification in the Gazette.

4. The Zonal Railways/PUs are advised to conduct workshops and familiarise themselves with the codes so as to act as a guiding force for field officers. Dialogues may also be conducted between Unions and management for seeking their cooperation in smooth implementation of these codes, as well as ensuring transparency, clarifying misconceptions, and building confidence.

5. Key information related to the Codes may be disseminated to all stakeholders to create a clear understanding among railway workers and service providers. Field level officers may engage with workers for last mile outreach.

Encl.: As above.

  
(Vinita Verma)  
Executive Director, Estt.(LL)  
Railway Board

Copy to: PED(IR), Railway Board

---

Room No.502, Rail Bhawan, Raisina Road, New Delhi-110001



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-21112025-267885  
CG-DL-E-21112025-267885

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 5146]

नई दिल्ली, शुक्रवार, नवम्बर 21, 2025/कार्तिक 30, 1947

No. 5146]

NEW DELHI, FRIDAY, NOVEMBER 21, 2025/KARTIKA 30, 1947

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 21 नवम्बर, 2025

का.आ. 5322(अ).—केन्द्रीय सरकार मजदूरी संहिता, 2019 (2019 का 29) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 21 नवम्बर, 2025 को उस तारीख के रूप में नियत करती है, जिस तारीख को उक्त संहिता के निम्नलिखित उपबंध प्रवृत्त होंगे, अर्थातः

| क्र. सं. | संहिता के उपबंध                                                                                            |
|----------|------------------------------------------------------------------------------------------------------------|
| 1.       | धारा 1 से 41;                                                                                              |
| 2.       | धारा 42 की उप-धारा (4) से (9);                                                                             |
| 3.       | धारा 43 से 66;                                                                                             |
| 4.       | धारा 67 की उप-धारा (1) और उप-धारा (2) के खंड (क) से (द) और (प) से (यग) और उप-धारा (3) से (5)               |
| 5.       | धारा 68;                                                                                                   |
| 6.       | धारा 69, तारीख 18 दिसम्बर, 2020 के का.आ. 4604 (अ) के क्रम संख्या 3 पर उल्लिखित संहिता के उपबंधों के सिवाय; |

[फा. सं. एस-32022/1/2025-डब्ल्यू-सी]

आलोक मिश्रा संयुक्त सचिव

## MINISTRY OF LABOUR AND EMPLOYMENT

## NOTIFICATION

New Delhi, the 21st November, 2025

**S.O. 5322(E).**—In exercise of the powers conferred by sub-section (3) of section 1 of the Code on Wages, 2019 (29 of 2019), the Central Government hereby appoints the 21<sup>st</sup> day of November, 2025 as the date on which the following provisions of the said Code, shall come into force, namely: -

| Sl. No. | Provisions of the Code                                                                                                                  |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 1.      | sections 1 to 41;                                                                                                                       |
| 2.      | sub-sections (4) to (9) of section 42;                                                                                                  |
| 3.      | sections 43 to 66;                                                                                                                      |
| 4.      | sub-section (1) and clauses (a) to (r) and (u) to (zc) of sub-section (2) and sub-sections (3) to (5) of section 67;                    |
| 5.      | section 68;                                                                                                                             |
| 6.      | section 69, except the provisions of the Code mentioned at serial number 3 of S.O. 4604 (E), dated the 18 <sup>th</sup> December, 2020. |

[F.No.S-32022/1/2025-WC]

ALOK MISHRA, Jr. Secy.



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-21112025-267883  
CG-DL-E-21112025-267883

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 5144]

नई दिल्ली, शुक्रवार, नवम्बर 21, 2025/कार्तिक 30, 1947

No. 5144]

NEW DELHI, FRIDAY, NOVEMBER 21, 2025/KARTIKA 30, 1947

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 21 नवम्बर, 2025

का.आ. 5320(अ).— केन्द्रीय सरकार औद्योगिक संबंध संहिता, 2020 (2020 का 35) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 21 नवंबर, 2025 को उस तारीख के रूप में नियत करती है जिस तारीख को उक्त संहिता के उपबंध प्रवृत्त होंगे।

[ का.सं. एस-11025/07/2025-आईआर(पीएल) ]

दीपिका कच्छल, संयुक्त सचिव

## MINISTRY OF LABOUR AND EMPLOYMENT

## NOTIFICATION

New Delhi, the 21<sup>st</sup> November, 2025

**S.O. 5320(E).**—In exercise of the powers conferred by sub-section (3) of section 1 of the Industrial Relations Code, 2020 (35 of 2020), the Central Government hereby appoints the 21<sup>st</sup> day of November, 2025 as the date on which the provisions of the said Code, shall come into force.

[F.No. S-11025/07/2025-IR(PL)]  
DEEPIKA KACHHAL, Jt. Secy.



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-21112025-267882  
CG-DL-E-21112025-267882

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 5143]

नई दिल्ली, शुक्रवार, नवम्बर 21, 2025/कार्तिक 30, 1947

No. 5143]

NEW DELHI, FRIDAY, NOVEMBER 21, 2025/KARTIKA 30, 1947

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 21 नवम्बर, 2025

का.आ. 5319(अ).—केन्द्रीय सरकार, सामाजिक सुरक्षा संहिता, 2020 (2020 का 36) की धारा 1 की उप-धारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 21 नवम्बर, 2025 को उस तारीख के रूप में नियत करती है, जिस दिन उक्त संहिता के निम्नलिखित उपबन्ध प्रवृत्त होंगे, अर्थात:

| क्र. सं. | संहिता के उपबन्ध                                                                                              |
|----------|---------------------------------------------------------------------------------------------------------------|
| 1.       | धारा 1 से 14;                                                                                                 |
| 2.       | धारा 15 की उप-धारा (1) और (2);                                                                                |
| 3.       | धारा 16 की उप-धारा (1) का खंड (ग)                                                                             |
| 4.       | धारा 17 से 141;                                                                                               |
| 5.       | धारा 143, तारीख 3 मई, 2023 के का.आ. 2060 (अ.) में क्रम संख्या (v) पर विनिर्दिष्ट संहिता के उपबन्धों के सिवाय; |

|    |                                                              |
|----|--------------------------------------------------------------|
| 6. | धारा 144 से 163;                                             |
| 7. | धारा 164 की उप-धारा (1) की मद 1 और 2 तथा मद 4 से 9;          |
| 8. | धारा 164 की उप-धारा (2) का खंड (क) और खंड (ग) और उपधारा (3)। |

[फा.सं. आर-11011/04/2021-एसएस.II]

आशुतोष ए.टी. पेडनेकर, संयुक्त सचिव

## MINISTRY OF LABOUR AND EMPLOYMENT

## NOTIFICATION

New Delhi, the 21st November, 2025

**S.O. 5319(E).**—In exercise of the powers conferred by sub-section (3) of section 1 of the Code on Social Security, 2020 (36 of 2020), the Central Government hereby appoints the 21<sup>st</sup> day of November, 2025 as the date on which the following provisions of the said Code, shall come into force, namely: -

| Sl. No. | Provisions of the Code                                                                                                               |
|---------|--------------------------------------------------------------------------------------------------------------------------------------|
| 1.      | sections 1 to 14;                                                                                                                    |
| 2.      | sub-sections (1) and (2) of section 15;                                                                                              |
| 3.      | clause (c) of sub-section (1) of section 16;                                                                                         |
| 4.      | sections 17 to 141;                                                                                                                  |
| 5.      | section 143, except the provisions of the Code specified at serial number (v) of S.O. 2060 (E), dated the 3 <sup>rd</sup> May, 2023; |
| 6.      | sections 144 to 163;                                                                                                                 |
| 7.      | Items 1 and 2 and items 4 to 9 of sub-section (1) of section 164;                                                                    |
| 8.      | clause (a) and clause (c) of sub-section (2) and sub-section (3) of section 164.                                                     |

[F. No. R-11011/04/2021-SS.II]

ASHUTOSH A.T. PEDNEKAR, Jt. Secy.



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-21112025-267884  
CG-DL-E-21112025-267884

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 5145]

नई दिल्ली, शुक्रवार, नवम्बर 21, 2025/कार्तिक 30, 1947

No. 5145]

NEW DELHI, FRIDAY, NOVEMBER 21, 2025/KARTIKA 30, 1947

श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 21 नवम्बर, 2025

का.आ. 5321(अ).—केन्द्रीय सरकार उपजीविकाजन्य सुरक्षा, स्वास्थ्य और कार्यदशा संहिता, 2020 (2020 का 37) की धारा (1) की उप-धारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 21 नवम्बर, 2025 को उस तारीख के रूप में नियत करती है, जिस दिन उक्त संहिता के उपबन्ध प्रवृत्त होंगे।

[फा. सं. एस-65025/2/2025-आईएसएच-II]

आलोक चन्द्रा, वरिष्ठ श्रम एवं आर्थिक सलाहकार

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 21st November, 2025

S.O. 5321(E).—In exercise of the powers conferred by the sub-section (2) of section 1 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020), the Central Government hereby appoints the 21<sup>st</sup> day of November, 2025 as the date on which the provisions of the said Code, shall come into force.

[F. No. S-65025/2/2025-ISH-II]

ALOK CHANDRA, Senior Labour and Economic Advisor

7787 GI/2025

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064

and Published by the Controller of Publications, Delhi-110054. GORAKHA NATH  
YADAVA

Digitally signed by GORAKHA NATH  
YADAVA  
Date: 2025.11.21 15:38:37 +05'30'