



Labour Codes 2025: major changes for every employer.

Updates that will impact your people, payroll & compliance.

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Mandatory Appointment Letters

All workers must receive a written appointment letter ensures clarity & reduces disputes.



Universal Social Security

PF, ESIC, insurance & benefits extended to **all workers**, including gig & platform workers.



Minimum Wages + Timely Payment

Statutory minimum wages & strict timelines for wage payments ensuring financial security.

Annual Health Check-up

Free yearly health
check-up for all
workers aged 40+.

Free medical tests for
all workers in
hazardous industries.

Women can work
night shifts in all
categories incl
underground
mining and
heavy machinery

**with consent + safety
measures.**



ESIC PAN-India

voluntary for establishments with <10 workers;

mandatory even with one worker in hazardous processes



PAN-India single licence, single registration & single return.

Simplified processes and reduction in
compliance burden

Identity. Simplified Compliance.

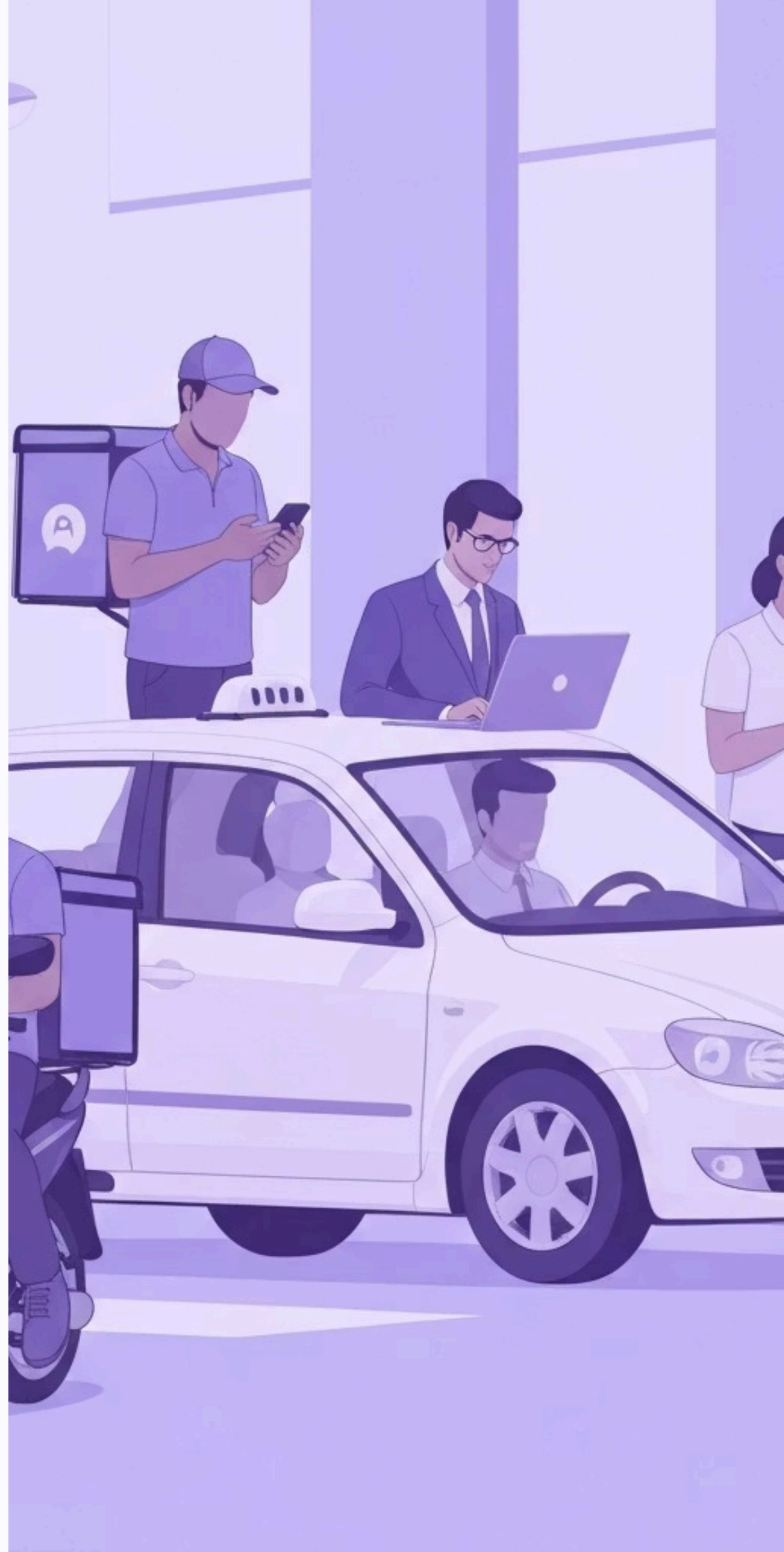
Gratuity eligibility reduced from 5 years to 1 year.

Applies to Fixed Term Employees. This impacts cost planning.



Gig and platform work defined

Aggregators must contribute **1-2% of turnover** (capped at 5% payouts) for social security.





Canteens, drinking water, rest areas
must be provided to all **MSME**
workers.

Overtime
must be
consent-
based &
paid at
**double the
normal
wage rate.**



National Floor Wage

Ensure no worker is paid below the national minimum living wage.





Establishments with 500+ employees must form safety committees

to strengthen workplace oversight, reduce incidents, and increase statutory accountability

Disputes will now go to **two-member industrial tribunals** with the option to approach the tribunal directly after conciliation.



Faster closure = fewer long-drawn compliance risks.

**50% of total employee
compensation must be
Basic + DA**

Impacts changes in PF, gratuity, overtime
& cost structures, making restructuring
essential.

Big shifts. Real cost & compliance impact.

TalentCo HR Services helps organisations transition smoothly with restructuring, payroll modelling & clear workforce communication.

Share this with an HR leader, founder or business head who needs to prepare for the 2025 transition.