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Foresight: Law in Transition



The Government of India has notified the final rules under all four Labour Codes on 08 May, 2026, marking a significant milestone in India's transition towards a unified and modernised labour law framework. The new regime places significant emphasis on digitisation, transparency and formalisation of employment practices.

Employers will now need to adapt to increased electronic compliances, online registrations, digital record maintenance, mandatory appointment letters, structured dispute resolution mechanisms, stricter workplace safety reporting and integrated social security administration.





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The framework also reflects a shift towards technology-led labour governance through centralised labour portals, automated and deemed approvals, electronic filings, integrated databases, uniform employment records and faster regulatory reporting, particularly in relation to contract and migrant labour compliance.

For employees, the reforms are expected to bring greater clarity and transparency to the employment relationship through clearer standards on wage periods, timely payment of wages, permissible deductions, working hours and overtime compensation, while also improving access to social security benefits, formalising employment practices and strengthening workplace health and safety protections.