



KAMARAJ IAS ACADEMY
Only IAS Academy by Grandson of "Perunthalaivar Kamarajar"

India's Land Reforms

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The Government highlighted the progress of India's labour reforms through the implementation of four labour codes aimed at simplifying compliance and strengthening worker welfare.

What it is?

- India's labour reforms consolidate 29 complex and outdated labour legislations into **four integrated Labour Codes** to streamline compliance, enhance worker protection, and promote a business-friendly environment.
- This overhaul modernises labour regulation to match today's economic realities and digital economy.

Labour codes and its Features:

1. Key Features

o **Universal Minimum Wage:** Ensures minimum wages for all workers across organized and unorganized sectors for wider wage protection.

o **National Floor Wage:** Sets a central floor wage preventing States from fixing wages below a uniform baseline for fair nationwide standards.

o **Gender-Neutral Pay:** Prohibits wage discrimination across gender, including transgender workers, ensuring equal pay for similar work.

o **Overtime at 2x Rate:** Mandates overtime wages at twice the normal rate for work beyond standard hours to safeguard fair compensation.

o **Inspector-cum-Facilitator:** Replaces traditional inspectors with facilitators who guide employers toward compliance rather than penal focus.

o **Decriminalized Offences:** Converts minor violations into monetary penalties, promoting compliance-friendly and non-punitive governance.

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