



India's Land Reforms-2025

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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- India's labour reforms consolidate 29 complex and outdated labour legislations into **four integrated Labour Codes** to streamline compliance, enhance worker protection, and promote a business-friendly environment.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

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

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

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

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

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

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