

PREFACE

Labour or workforce, undoubtedly are the blood that runs within the body of an Industry striving to keep it up and running. Interestingly, the productivity of an entity is not as much dependent on the Management Team, the Board of Directors, the leading Officers or the Departmental heads, as much as it is on the performance of the real hands at work.

And it is for the benefit, safety, security and safeguarding of the best interests that the governments across the time span of Independent India, brought into force numerous laws targeting every significant area impacting the workers, the labour force, the major contributors to the GDP of the Economy. Be it the Factories Act, the one to give impetus to the resolution of Industrial Disputes; or the one for Trade Unions – each law, each legislation was created and enforced to strengthen the governance frameworks within the industries, and to bring about a sense of semblance and empower those who oil the wheels of development of the country.

The New Labour Codes, framed and enacted in 2019, made a breakthrough in the legislative arena, by bringing together similar legislations, giving greater benefits and reliefs to the labour section of the society.

This publication titled **Navigating Labour Laws : A Handbook**, complements the fruition of the enforcement of these Laws, attempting to provide better clarity on various matters engulfed and encased within these Codes.

I take this opportunity to eulogize the commitment of the expert members of the Task Force on Labour Laws under the leadership of CS Rupanjana De, Central Council Member, ICSI and CS M K Pandey, Member, Taskforce on Labour Laws, who have worked relentlessly in preparing this publication and ensuring its comprehensiveness.

I also commend the dedicated efforts placed in by CS Surbhi Jain, Senior Executive Assistant under the guidance of CS Deepa Khatri, Joint Director, Directorate of Corporate Law and CS Saurabh Jain, Director, Directorate of PMQ, Boards and Certificate Courses, ICSI in bringing out this publication under the leadership of CS Asish Mohan, Secretary, ICSI.

I am confident that this publication will prove to be of immense academic and professional assistance for the professionals as well as the Regulatory Authorities, Government Bodies, Industries and students in comprehending various aspects under Labour laws.

In any publication, there is always scope for further improvement. I would personally be grateful to users and readers for offering their suggestions/ comments for further refinement.

Place : New Delhi

(CS Dhananjay Shukla)

Date : December 19, 2025

*President
The Institute of Company Secretaries of India*