

Circular No – 104/2025

Date: 31.12.2025

To
All Members of The Association

**CENTRAL GOVERNMENT NOTIFIES
RULES UNDER FOUR NEW LABOUR CODES**

1. The Government of India, by a notification dated 30.10.2025, has notified draft rules under the Four New Labour Codes. These draft rules have been published in the *Gazette of India* dated 30.05.2025.
2. The Government of India has invited suggestions and objections from the public. The objections and suggestions may be addressed to the Deputy Secretary, Ministry of Labour and Employment, Room No. 318, Shram Shakti Bhawan, Rafi Marg, New Delhi-110001, or submitted by e-mail to sr.datta@nic.in and tezveer.singh@nic.in. The objections and suggestions should be sent in a proforma containing:
 - **Column (1):** Specifying the name and address of the person/organization;
 - **Column (2):** Specifying the chapter and rule or sub-rule which is proposed to be modified;
 - **Column (3):** Specifying the revised rule or sub-rule proposed to be substituted; and
 - **Column (4):** Reasons for the suggested change.



3. Objections and suggestions should be submitted within 45 days from the date of publication of the notification in the *Gazette of India*, i.e., from 30.12.2025. Any objections and suggestions received from any person with respect to the said draft rules before the expiry of the specified period will be considered by the Central Government.
 4. Members may download the gazette notification from the website of the Ministry of Labour, Government of India, and send their objections and suggestions to the Authority specified above within the stipulated time period.
- Link to download the notifications: <https://egazette.gov.in/>

For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/
[B C Prabhakar]
President