

THE MADHYA PRADESH CODE ON EMPOWERING WORK SPACES, 2026

An Act to consolidate and codify extant state legislations related to labour, viz. the Madhya Pradesh Shops and Establishments Act, 1958 (as amended in 2026); the Madhya Pradesh Industrial Relations Act, 1960; the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961; the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982; the Madhya Pradesh Slate Pencil Karmkar Kalyan Nidhi Adhiniyam, 1982; and the Madhya Pradesh AsangathitKarmkar Kalyan Adhiniyam, 2003, into a unified State labour framework aligned with the Code on Wages, 2019, the Occupational Safety, Health and Working Conditions Code, 2020, the Industrial Relations Code, 2020, and the Code on Social Security, 2020; to provide for an employment-friendly framework aimed at universal social engagement addressing rapid changes in economy and technology; to introduce fixed-term employment and decriminalise minor procedural lapses; to constitute welfare boards for unorganised workers, gig and platform workers, and organised workers; for citizen-centric governance, transparency, facilitation, and transition through technology-enabled administration; and for matters connected therewith or incidental thereto.

PREAMBLE

WHEREAS it is expedient to consolidate, codify, and modernise the State labour laws by repealing and replacing six specified State enactments and incorporating their key provisions, including amendments enacted in 2026 to the Madhya Pradesh Shops and Establishments Act, 1958, into a single Code, in a manner consistent with the four Central labour codes, and to provide a facilitative, employee-friendly framework ensuring labour rights and welfare;

AND WHEREAS the State intends to shift from process-centric compliance to citizen-centric governance, by enabling workers, consumers, and citizens to access clear information on workplace standards and to participate in oversight through transparent, technology-enabled systems, without diluting statutory protections;

AND WHEREAS such consolidation shall advance ease of doing business by replacing manual registrations and physical registers with one-time lifetime digital registration and Shram Suvidha digital filing, by transitioning from an inspector-policing model to an Inspector-cum-Facilitator model with randomised, jurisdiction-free, web-based inspections, and by decriminalising minor procedural lapses in favour of compounding;

AND WHEREAS it is necessary to extend universal social security to all categories of workers, including unorganised workers, gig workers such as delivery partners, and platform workers such as ride-hailing drivers, through integration with the e-Shram Portal and the national social security architecture, and to introduce fixed-term employment with pro-rata benefits including gratuity;

AND WHEREAS the State-specific welfare boards constituted under the Madhya Pradesh AsangathitKarmkar Kalyan Adhiniyam, 2003, the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982, and the Madhya Pradesh Slate Pencil Karmkar Kalyan Nidhi Adhiniyam, 1982, are to be integrated into this Code, with the Slate Pencil Board merged as a special category under the Shram Kalyan Mandal;

AND WHEREAS the State, in exercise of its regulatory powers, proposes to strengthen compliance outcomes by regular audits and outcome-based ratings, publication of non-sensitive compliance indicators and service-level information as key performance indicators, and enabling workers, consumers, and citizens to provide verifiable feedback and complaints through secure digital channels, thereby complementing the formal inspectorate and increasing accountability;

AND WHEREAS the Legislature of Madhya Pradesh intends to align the State framework with the four Central labour codes, attract investment, formalise the informal workforce, and save accrued rights, pending proceedings, and continuing schemes to the extent consistent with this Code;

BE it enacted by the Madhya Pradesh Legislature in the Seventy-seventh Year of the Republic of India as follows:

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1. Short title, extent, and commencement.—

- (1) This Code may be called the Madhya Pradesh Code on Empowering Work Spaces, 2026.
- (2) It extends to the whole of the State of Madhya Pradesh.
- (3) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different provisions of this Code.

2. Definitions.—

In this Code, unless the context otherwise requires,—

- (a) “appropriate Government” means, in relation to an establishment carried on by or under the authority of the Central Government, or in relation to an establishment of a railway, mine, oilfield, major port, or a banking or insurance company, or any establishment owned, controlled, or managed by a corporation or other authority established by a Central Act, the Central Government; and in relation to any other establishment, the State Government;
- (b) “compounding” means the settlement of a specified offence under this Code by payment of a compounding fee in lieu of prosecution, as provided in section 47;
- (c) “contractor”, in relation to an establishment, means a person who undertakes to produce a given result for the establishment, other than a mere supply of goods or articles of manufacture, by the employment of workers or who supplies workers to the establishment, and includes a sub-contractor;
- (d) “designated portal” means the integrated Shram Suvidha Portal, or such other portal as the State Government may establish under section 5, for citizen-centric, technology-enabled administration under this Code, including interoperability with the e-Shram Portal maintained by the Central Government;
- (e) “District Collector” means the District Collector of a revenue district in the State of Madhya Pradesh, and includes any officer authorised by the State Government to exercise the powers of the District Collector under this Code;
- (f) “employee” means any person (other than an apprentice engaged under the Apprentices Act, 1961) employed on wages in an establishment to do any skilled, semi-skilled, unskilled, manual, operational, supervisory, managerial, administrative, technical, clerical, or any other work, whether the terms of employment are express or implied;
Explanation.—A worker engaged directly or through a contractor, or as a home-based worker, or in any other manner, shall be deemed to be an employee.
- (g) “employer” means a person who employs one or more employees in his establishment, and includes—
 - (i) in relation to an establishment which is a factory, the occupier of the factory as defined in the Factories Act, 1948, and where a person has been named as the manager of the factory, the person so named;
 - (ii) in relation to any other establishment, the person who, or the authority which, has the ultimate control over the affairs of the establishment, and where the said affairs are entrusted to a manager, managing director, or managing agent, such manager, managing director, or managing agent;
 - (iii) a contractor; and
 - (iv) a legal representative of a deceased employer;
- (h) “establishment” means any place where any industry, trade, business, manufacture, occupation, profession, or service is carried on, and includes any office, shop, outlet, restaurant, cafe, hotel, theatre, warehouse, godown, or other premises in which one or more employees are employed, irrespective of the number of employees so employed;
Explanation.—An establishment in which even a single employee is employed shall fall within this definition.
- (i) “factory” means any premises including the precincts thereof whereon ten or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power;

- (j) “fixed-term employee” means a worker who has been engaged on the basis of a written contract of employment for a fixed period, and whose conditions of service, including wages, hours of work, allowances, and other benefits, shall not be less than those of a permanent worker doing the same work or work of a similar nature in the same establishment;
- (k) “floor wage” means the minimum wage fixed by the Central Government under section 9 of the Code on Wages, 2019, below which no State Government shall fix the minimum rate of wages;
- (l) “gig worker” means a person who performs work or participates in a work arrangement and earns from such activities outside of a traditional employer-employee relationship, and includes delivery partners, freelance service providers, and persons performing task-based work through digital or other intermediaries;
- (m) “Inspector-cum-Facilitator” means an officer appointed under this Code to conduct inspections and provide facilitative guidance, assigned through a randomised, jurisdiction-free allocation system under section 19;
- (n) “industrial dispute” means any dispute or difference between employers and employers, or between employers and workers, or between workers and workers, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person;
- (o) “Labour Commissioner” means an officer appointed as such by the State Government and includes Additional Labour Commissioners, Deputy Labour Commissioners, and Assistant Labour Commissioners notified under this Code;
- (p) “Labour Officer” means an officer subordinate to the Labour Commissioner, authorised to inquire into disputes, conduct inspections, and enforce provisions under this Code;
- (q) “Local Authority” means a Municipal Corporation, a Municipality, a Nagar Panchayat, or a Gram Panchayat constituted under any enactment for the time being in force;
- (r) “platform worker” means a person engaged in or undertaking platform work, being a form of employment in which organisations or individuals use an online platform to access other organisations or individuals to solve specific problems or to provide specific services in exchange for payment, and includes ride-hailing drivers, delivery executives, and other workers engaged through aggregator platforms;
- (s) “principal employer” means—
- (i) in relation to any premises under the control of a Government department, the authority specified by the appropriate Government, or where no such authority is specified, the head of that department;
 - (ii) in relation to a factory, the owner or occupier of the factory, and includes the agent of such owner or occupier, the legal representative of a deceased owner or occupier, and the manager of the factory; and
 - (iii) in relation to any other establishment, any person responsible for the supervision and control of the establishment;
- (t) “prescribed” means prescribed by rules made under this Code;
- (u) “Slate Pencil Worker” means a worker employed in any process connected with the manufacture of slate pencils, including mining, cutting, shaping, packing, and allied operations, in the Mandsaur district and such other areas as the State Government may notify;
- (v) “standing orders” means rules relating to matters set out in the Schedule to the Industrial Relations Code, 2020;
- (w) “the Board” means the Madhya Pradesh Unorganised Workers, Gig and Platform Workers Welfare Board constituted under section 27;
- (x) “the Mandal” means the Madhya Pradesh Shram Kalyan Mandal constituted or continued under section 31;
- (y) “unorganised worker” means a home-based worker, self-employed worker, or a worker in the unorganised sector, and includes a worker in the organised sector who is not covered by any of the Central Codes;
- (z) “wages” means all remuneration, whether by way of salary, allowances, or otherwise, expressed in terms of money or capable of being so expressed, which would, if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in

such employment, and includes basic pay, dearness allowance, and retaining allowance, but does not include—

- (i) any bonus payable under any law for the time being in force which does not form part of remuneration payable;
- (ii) the value of any house accommodation, supply of light, water, medical attendance, or other amenity excluded by general or special order of the appropriate Government;
- (iii) any contribution paid by the employer to any pension or provident fund;
- (iv) any conveyance allowance or the value of any travelling concession;
- (v) any sum paid to the employed person to defray special expenses entailed on him by the nature of his employment; and
- (vi) gratuity payable on discharge,

consistent with section 2(y) of the Code on Wages, 2019:

Provided that the aggregate of allowances and other components excluded from wages shall not exceed fifty per cent of the total remuneration paid or payable to the employee.

Explanation.—This is the “50% rule”: where the excluded components exceed fifty per cent of total remuneration, the amount exceeding fifty per cent shall be deemed to be part of wages for all purposes under this Code and the Code on Wages, 2019.

(aa) “worker” means any person (other than an apprentice) employed in any establishment to do any manual, unskilled, skilled, technical, operational, clerical, or supervisory work for hire or reward, whether the terms of employment are express or implied, but does not include any person—

- (i) who is employed mainly in a managerial or administrative capacity; or
- (ii) who, being employed in a supervisory capacity, draws wages exceeding twenty-five thousand rupees per month (or such amount as may be notified under the Central Codes),

consistent with the definition under section 2(z) of the Code on Wages, 2019, as applicable to the State;

(ab) words and expressions used but not defined in this Code shall have the meanings respectively assigned to them in the Code on Wages, 2019, or where not defined therein, in the Occupational Safety, Health and Working Conditions Code, 2020, the Industrial Relations Code, 2020, or the Code on Social Security, 2020, as the context may require.

3. Application.—

(1) This Code applies to all establishments in the State of Madhya Pradesh, including any establishment employing even a single employee.

(2) The provisions relating to industrial relations, standing orders, and the Industrial Tribunal shall apply only to industrial establishments employing three hundred or more workers.

(3) Where any provision of this Code is inconsistent with an applicable Central Code or rules framed thereunder, the Central Code shall prevail and this Code shall operate only to the extent of such consistency.

(4) Nothing in this Code shall be construed to dilute any minimum standard, right, entitlement, or protection under any Central law for the time being in force.

4. Citizen-centric, technology-enabled administration and transparency.—

(1) The State Government shall establish and maintain a designated portal for citizen-centric administration of registrations, licences, filings, returns, notices, inspections, and scheme delivery under this Code.

(2) The designated portal shall provide for—

- (a) single-window interface for all registrations and intimations;
- (b) electronic issuance and display of certificates, acknowledgements, and licences;
- (c) filing of the single integrated return;
- (d) interoperability with Central databases, including the Shram Suvidha Portal, the e-Shram Portal, and other lawful databases to reduce duplication;

- (e) scheme discovery, enrolment, benefit tracking, and disbursal audit trails for welfare schemes under the relevant welfare scheme and fund provisions of this Code; and
 - (f) public-facing transparency features, including publication of non-sensitive compliance indicators, aggregated outcomes, and service standards, in such manner as may be prescribed.
- (3) The State Government may, by rules, prescribe a framework for—
- (a) periodic outcome-based audits, including third-party audits where appropriate;
 - (b) risk-based ratings or grades of establishments for limited compliance purposes;
 - (c) publication of key performance indicators derived from audits, returns, and inspections, subject to lawful confidentiality and privacy safeguards; and
 - (d) secure citizen, worker, and consumer feedback and grievance inputs, including verified complaints, to inform risk assessment.
- (4) Data collection and publication under this section shall be proportionate and limited to compliance and facilitation objectives, and shall be subject to privacy, confidentiality, and data-protection safeguards under applicable law, including safeguards against malicious or frivolous reporting.

5. Employment facilitative framework of administration, Shram Suvidha, and e-Shram integration.—

- (1) The State Government shall ensure that the designated portal is integrated with the Shram Suvidha Portal and the e-Shram Portal of the Central Government for the administration of this Code.
- (2) The designated portal shall additionally provide for—
- (a) one-time, lifetime online registration for all establishments, replacing periodic renewals;
 - (b) a common annual return replacing all multiple State-specific filings;
 - (c) interoperability with the e-Shram Portal to ensure national portability of benefits for migrant workers;
 - (d) randomised, jurisdiction-free allocation of Inspector-cum-Facilitators for inspections; and
 - (e) web-based verification of uploaded compliance documents, reducing the necessity for physical inspections.
- (3) All physical registers, muster rolls, and records hitherto maintained shall be transitioned to digital format on the designated portal within such period as the State Government may prescribe.

6. Power to make rules and issue notifications.—

- (1) The State Government may, by notification in the Official Gazette, make rules to carry out the provisions of this Code, consistent with the Central Codes.
- (2) Without prejudice to the generality of sub-section (1), rules may provide for forms, fees, digital processes, registers, returns, inspection schemes, designation of authorities, portal workflows, scheme parameters, compounding schedules, and transitional mechanisms.
- (3) Every rule made under this Code shall be laid, as soon as may be after it is made, before the Madhya Pradesh State Legislature.

7. One-time lifetime registration.—

- (1) Every employer of an establishment to which this Code applies, including an establishment employing a single employee, shall submit an intimation on the designated portal in the prescribed form, specifying—
- (a) the name of the employer and the manager, if any;
 - (b) the postal address and geographical coordinates of the premises;
 - (c) the date of commencement of business;
 - (d) the nature of business carried on;
 - (e) the number of workers employed or proposed to be employed; and
 - (f) such other particulars as may be prescribed.
- (2) An intimation provided by an employer in the prescribed manner shall be deemed as registration for the purposes of this Code.

(3) Upon submission of the intimation and payment of a fee of two thousand five hundred rupees (or such fee as the State Government may revise by notification), an electronic registration certificate shall be automatically generated.

(4) The registration shall be a one-time, lifetime registration and shall not require periodic renewal: Provided that the employer shall update the particulars on the designated portal within fifteen days of any change therein.

(5) The registration certificate shall be prominently displayed at the principal place of business and at every branch, if any.

(6) Every employer shall file a notice of closure on the designated portal at least thirty days before the intended date of closure.

8. Unique establishment number.—

(1) Every establishment registered under section 7 shall be assigned a unique establishment number, which shall serve as the single identifier for all compliance, returns, inspections, and scheme enrolment under this Code.

(2) The unique establishment number may be linked with identifiers under the Central Codes, the Shram Suvidha Portal, and the e-Shram Portal for the purpose of reducing duplication of compliance.

9. Exemptions.—

The State Government may, by notification, exempt any class of establishments from the requirement of registration under this Code where such class is already fully covered under a corresponding Central registration workflow and duplication would impede compliance:

Provided that no exemption shall derogate from any minimum standard or coverage requirement under the Central Codes.

10. Weightage for night work.—

(1) The State Government may, by notification, prescribe a higher weightage for working hours falling between 10:00 p.m. and 5:00 a.m. for the purpose of calculating the total number of hours of work performed by an employee in any establishment.

(2) The weightage shall apply uniformly to all categories of employees working during the said hours, unless the notification specifies otherwise.

(3) Nothing in this section shall derogate from the provisions relating to night work, overtime wages, or restrictions under the Occupational Safety, Health and Working Conditions Code, 2020, or the Code on Wages, 2019.

11. Wages: floor wage and payment timelines.—

(1) Provisions relating to minimum wages, timely payment of wages, authorised deductions, and bonus shall conform to the Code on Wages, 2019, and the rules framed thereunder, including the Code on Wages (Central) Rules, 2025.

(2) The State Government shall notify minimum wage rates for employments within the State based on geographical and skill-based criteria, at or above the floor wage fixed by the Central Government under section 9 of the Code on Wages, 2019, transitioning from the erstwhile scheduled-employment-based system to the floor wage system.

(3) In computing wages for all purposes under this Code, the aggregate of allowances and other components excluded from the definition of wages under section 2(ff) shall not exceed fifty per cent of the total remuneration. Where such excluded components exceed fifty per cent, the excess shall be deemed wages.

(4) Wages shall be paid—

(a) before the expiry of the seventh day of the following month for establishments employing fewer than one thousand workers; and

(b) before the expiry of the tenth day of the following month for establishments employing one thousand or more workers,
or as prescribed under the Code on Wages, 2019.

(5) No deduction from wages shall be made except in accordance with section 18 of the Code on Wages, 2019.

(6) The bonus eligibility threshold for employees under this Code shall be aligned with the national ceiling prescribed under the Code on Wages, 2019.

12. Working hours, weekly holiday, and overtime.—

(1) No worker in any establishment shall be required or allowed to work—

(a) for more than eight hours in any day; or

(b) for more than forty-eight hours in any week,
exclusive of rest intervals.

(2) Overtime shall be permitted subject to the following limits—

(a) no worker shall be required or allowed to work overtime exceeding one hundred and twenty-five hours in any quarter; and

(b) the daily working hours including overtime shall not exceed twelve hours.

(3) A worker who works in excess of the normal working hours shall be entitled to overtime wages at twice the rate of the normal rate of wages, or at such rate as prescribed under the Code on Wages, 2019, whichever is higher.

(4) Every worker shall be entitled to—

(a) one day of rest in every period of seven days;

(b) a rest interval of not less than half an hour after five hours of continuous work; and

(c) a spread-over not exceeding ten and a half hours in any day, inclusive of rest intervals.

(5) For workers performing hours to which the higher weightage under section 10 applies, overtime shall be calculated on the weighted hours.

(6) Every establishment shall maintain a record of overtime hours worked by each worker in such form as may be prescribed, and shall report overtime in the common annual return.

(7) The provisions of this section shall be read subject to the Occupational Safety, Health and Working Conditions Code, 2020, and where that Code prescribes a more beneficial standard, the Central standard shall prevail.

13. Leave.—

(1) Every worker who has completed two hundred and forty days of continuous service shall be entitled to annual leave with wages at the rate of one day for every twenty days of work performed, and in no case less than thirty days per calendar year.

(2) In addition, every worker shall be entitled to—

(a) casual leave of twelve days per calendar year; and

(b) special leave of fifteen days per calendar year, on such grounds and subject to such conditions as may be prescribed.

(3) Where the Occupational Safety, Health and Working Conditions Code, 2020, prescribes a more beneficial standard, the Central standard shall prevail.

14. Employment of women: night shifts permitted.—

(1) Women shall be permitted to work in all establishments during night hours between 7:00 p.m. and 6:00 a.m., subject to the following conditions—

(a) the employer shall provide adequate safety measures at the workplace, including CCTV surveillance, security guards, and well-lit premises;

(b) the employer shall provide safe transportation from the workplace to the worker's residence and back;

(c) separate and adequate washroom and restroom facilities shall be provided; and

(d) the express consent of the woman worker shall be obtained before assigning night shifts, in such manner as may be prescribed.

(2) The State Government may, by notification, prescribe additional safeguards, standards, and conditions for the employment of women during night hours, consistent with the Occupational Safety, Health and Working Conditions Code, 2020.

(3) The State Government may prescribe additional facilitative measures for women-friendly infrastructure, including crèche facilities and lighting standards, consistent with the Central Code.

(4) Nothing in this section shall override any more beneficial provision relating to women's employment under the Central Codes.

15. Employment of adolescents and prohibition of child labour.—

(1) Employment of adolescents and children shall be subject to the restrictions and safeguards prescribed under the Occupational Safety, Health and Working Conditions Code, 2020, and the rules framed thereunder.

(2) No child below fourteen years of age shall be employed or permitted to work in any establishment.

16. Fixed-term employment.—

(1) An employer may engage a worker as a fixed-term employee for a specified period, on the basis of a written contract of employment, for—

- (a) a specific project or assignment;
- (b) seasonal or time-bound work; or
- (c) any other purpose of a temporary nature.

(2) A fixed-term employee shall be entitled to the same wages, hours of work, allowances, and other conditions of service as are applicable to a permanent worker doing the same or similar work in the same establishment.

(3) A fixed-term employee shall be eligible for all statutory benefits, including provident fund, ESI, bonus, and leave, on a pro-rata basis for the period of service.

(4) A fixed-term employee shall be eligible for gratuity on a pro-rata basis if the fixed-term contract is for a period of one year or more, notwithstanding that the employee has not completed five years of continuous service:

Provided that the pro-rata gratuity shall be calculated at the rate of fifteen days' wages for every completed year of service or part thereof in excess of six months, consistent with the Industrial Relations Code, 2020, and the Social Security Code (Central) Rules, 2025.

(5) Termination of a fixed-term employee on the expiry of the term of the contract shall not be deemed retrenchment.

(6) The engagement of a fixed-term employee shall not require the services of a contractor or intermediary, and the employer may engage such employee directly.

17. Occupational safety and health.—

(1) Provisions relating to occupational safety, health, and working conditions for all establishments covered under the Occupational Safety, Health and Working Conditions Code, 2020, shall be governed by that Code.

(2) The State Government may, by notification, prescribe additional facilitative measures consistent with the Central Code, including—

- (a) mandatory annual health check-ups for workers who have attained the age of forty years, at the employer's cost;
- (b) special coverage and monitoring protocols for workers employed in hazardous occupations;
- (c) workplace health campaigns, safety awareness programmes, and convergence with State health schemes; and

(d) phased permission for daily working hours up to twelve hours for specified categories of establishments, subject to adequate rest, compensatory leave, and health safeguards.

(3) No measure under sub-section (2) shall dilute or derogate from any standard under the Central Code.

18. Registers, records, and single integrated return.—

(1) Every establishment shall maintain such registers, records, and notices as may be prescribed, in electronic form on the designated portal.

(2) The State Government shall prescribe a common annual return replacing all multiple State-specific filings, to be filed on the designated portal, consistent with the single return framework under the Code on Wages (Central) Rules, 2025, and the Industrial Relations (Central) Rules, 2025.

(3) No person shall be required to furnish the same information in multiple forms where such information has already been furnished on the designated portal, unless expressly required by law.

19. Inspector-cum-Facilitator; randomised inspection scheme.—

(1) The State Government shall appoint Inspector-cum-Facilitators for the purposes of this Code and specify their functions, consistent with the Central Codes.

(2) The Inspector-cum-Facilitator shall adopt a facilitative approach, providing guidance, compliance advice, and rectification opportunities, without compromising worker safety.

(3) Inspections shall be conducted through a Randomised Inspection Scheme, whereby—

(a) Inspector-cum-Facilitators shall be allocated to establishments through an automated, computerised system on the designated portal, eliminating manual assignment and preventing bias;

(b) no Inspector-cum-Facilitator shall be assigned to an establishment within his own territorial jurisdiction (jurisdiction-free inspections);

(c) establishments may upload compliance documents on the portal for web-based verification, reducing the necessity for physical inspections; and

(d) every inspection shall be preceded by the generation of a unique inspection number and followed by the upload of an inspection report on the portal within seventy-two hours.

(4) Inspections shall avoid duplication for the same subject matter across State departments, and standard inspection checklists aligned with the Central Codes shall be prescribed.

(5) The State Government may prescribe annual compliance grading of establishments.

20. Participatory compliance, audits, and public accountability.—

(1) The State Government may prescribe a participatory compliance framework to complement inspections, including—

(a) periodic audits and verifications;

(b) establishment-wise or sector-wise ratings or grades for limited compliance purposes; and

(c) publication of non-sensitive compliance indicators and key performance indicators on the designated portal.

(2) The designated portal may enable workers, consumers, and citizens to—

(a) submit authenticated feedback and complaints relating to working conditions, wage-payment practices, and notified service standards; and

(b) upload verifiable supporting material, subject to safeguards.

(3) Inputs received under sub-section (2) may be used—

(a) to refine risk assessment and inspection prioritisation;

(b) to trigger advisory notices or facilitation actions; and

(c) where warranted, to initiate inspection under the inspection scheme.

(4) The State Government shall prescribe safeguards against misuse, including identity protection where justified, screening of frivolous or malicious complaints, and penalties for deliberate false reporting, without discouraging bona fide whistleblowing.

(5) Nothing in this section shall limit statutory powers of inspection, nor shall public inputs substitute due process requirements for enforcement action.

21. Application and alignment with the Code on Social Security, 2020.—

(1) These provisions shall operate as a State implementation framework consistent with the Code on Social Security, 2020, and the Social Security Code (Central) Rules, 2025, and shall not curtail, dilute, or derogate from any entitlement, protection, or compliance requirement under Central law.

(2) The definition of unorganised workers under this Code is broadened beyond traditional informal labour to expressly include gig workers (including delivery partners of aggregator platforms such as food delivery and courier services) and platform workers (including ride-hailing drivers), consistent with the Code on Social Security, 2020.

(3) Where any provision of this Code is inconsistent with the Code on Social Security, 2020, the Central Code shall prevail.

(4) Nothing in this Code shall affect the operation of any corresponding law, scheme, or instrument providing more beneficial social security to any class of workers.

22. Registration, enrolment, identity, and e-Shram integration.—

(1) Every eligible unorganised worker, gig worker, or platform worker may apply for registration through the designated portal, including through assisted registration at facilitation centres, common service centres, or notified agents.

(2) Registration under this Code shall be linked to the e-Shram Portal maintained by the Central Government, to ensure—

(a) national portability of registration and benefits, so that a worker registered in Madhya Pradesh may access benefits even upon migrating to another State; and

(b) de-duplication of records and convergence with Central social security databases.

(3) A registered worker shall be issued a unique identity number linked to Aadhaar and a digital identity credential; where a physical identity card is issued, it shall be linked to the digital record.

(4) Workers registered under the Madhya Pradesh AsangathitKarmkar Kalyan Adhinyam, 2003, and holding an identity card thereunder shall be deemed registered under this Code until re-verification:

Provided that such re-verification shall be facilitative and shall not interrupt ongoing benefits except in cases of fraud or material misrepresentation.

(5) The State Government may prescribe age criteria for entry and continuity under specific State schemes:

Provided that no worker shall be denied registration solely due to age if registration is otherwise required under the Code on Social Security, 2020.

(6) The State Government shall progressively migrate all State-only registrations to the e-Shram Portal within such period as may be prescribed.

23. State welfare schemes.—

(1) The State Government may, by notification, frame welfare schemes for unorganised workers, gig workers, and platform workers, consistent with the Code on Social Security, 2020.

(2) Schemes may provide for—

(a) immediate financial assistance in case of accident resulting in death or permanent disability;

(b) pension or old-age support;

(c) group insurance coverage and support towards insurance premia;

(d) education assistance for children of registered workers;

(e) medical assistance for major ailments, including the Naya Savera health scheme or its successor;

(f) maternity benefits;

(g) housing assistance, including loans, advances, or interest subvention; and

(h) such other benefits as may be notified.

(3) Every scheme shall specify eligibility conditions, application procedure, scale of benefit, funding source, grievance mechanism, and audit arrangements.

(4) The State Government shall provide for convergence with Central schemes and prescribe harmonised eligibility and portability to avoid duplication.

24. Gratuity for fixed-term employees.—

(1) A fixed-term employee, as defined in section 2(n), whose contract is for a period of one year or more, shall be eligible for payment of gratuity on a pro-rata basis at the rate of fifteen days' wages for every completed year of service or part thereof in excess of six months, notwithstanding that the employee has not completed five years of continuous service.

(2) The provisions of this section shall be in addition to and not in derogation of any more beneficial provision under the Code on Social Security, 2020, or the Social Security Code (Central) Rules, 2025.

25. State Advisory Board.—

(1) The State Government shall constitute a State Advisory Board to advise on policy matters relating to unorganised, gig, and platform workers, consisting of representatives of Government, employers, aggregators, and workers, and aligned with the National Social Security Board.

(2) The State Advisory Board shall advise on suitable schemes, coverage, conditions, and alignment with national portability.

26. District Committees.—

The State Government may constitute District Committees for efficient administration and monitoring of welfare schemes under this Code, with such composition and functions as may be prescribed.

27. Constitution of the Madhya Pradesh Unorganised Workers, Gig and Platform Workers Welfare Board.—

(1) The State Government shall constitute a Board to be called the Madhya Pradesh Unorganised Workers, Gig and Platform Workers Welfare Board (hereinafter referred to as "the Board"), consisting of—

- (a) the Minister in charge of Labour as Chairperson, ex officio;
- (b) the Labour Secretary as Member-Secretary, ex officio;
- (c) such number of representatives of employers and aggregators as may be prescribed;
- (d) an equal number of representatives of workers, including representatives of gig and platform workers;
- (e) independent members not exceeding one-third of the total strength; and
- (f) such other ex officio members as the State Government may prescribe.

(2) The total membership shall not exceed twenty.

(3) The Board may constitute Rural and Urban sub-committees.

(4) The Board shall appoint a Chief Executive Officer or Secretary and staff.

(5) The Board may, with prior approval of the State Government, appoint agents including Panchayats, urban local bodies, cooperatives, common service centres, and other notified entities, with audit and accountability safeguards.

28. Functions of the Board and national portability.—

The Board shall—

- (a) recommend and administer welfare schemes;
- (b) maintain and operate the designated portal for registration, enrolment, and benefit delivery;
- (c) maintain a comprehensive database of registered workers integrated with the e-Shram Portal;
- (d) facilitate alignment with the National Social Security Board for national portability of benefits;
- (e) recommend annual budgets;
- (f) advise the State Government on convergence and portability; and
- (g) submit an annual report to the State Government on the working and finances of the Board.

29. State Unorganised Workers Welfare Fund and Social Security Fund transition.—

(1) There shall be constituted a Fund to be called the Madhya Pradesh Unorganised Workers Welfare Fund (hereinafter "the Fund") for financing schemes under this Code.

(2) The Fund shall be credited with—

- (a) grants and loans from the State Government;
 - (b) such cess on establishments as may be lawfully levied under any State enactment and earmarked for this purpose;
 - (c) member contributions where a scheme so provides;
 - (d) employer or principal employer contributions where a scheme so provides;
 - (e) platform or aggregator contributions where a scheme so provides and consistent with the Code on Social Security, 2020;
 - (f) amounts received from the Social Security Fund constituted under the Code on Social Security, 2020; and
 - (g) other lawful receipts, donations, and interest earnings.
- (3) The State Government shall progressively transition the funding mechanism from the State-specific welfare cess and grant model under the Madhya Pradesh AsangathitKarmkar Kalyan Adhiniyam, 2003, to alignment with the Social Security Fund as mandated by the Code on Social Security, 2020.
- (4) All amounts standing to the credit of the Rural and Urban Welfare Funds constituted under the 2003 Act shall stand transferred to and vest in the Fund, together with all committed liabilities.
- (5) The Fund may maintain rural and urban accounting heads and may create or merge sub-funds as prescribed.
- (6) The accounts of the Fund shall be maintained and audited in such manner as may be prescribed.
- Explanation.—No provision of this section creates any new tax, duty, cess, or levy; references to cess proceeds are limited to crediting receipts lawfully leviable under an existing enactment.

30. Application.—

These provisions applies to workers employed in factories and such other establishments as the State Government may notify, who have completed one year of continuous service with their employer.

31. Constitution and continuation of the Shram Kalyan Mandal.—

- (1) The State Government shall constitute or continue a body corporate to be known as the Madhya Pradesh Shram Kalyan Mandal (hereinafter referred to as “the Mandal”) as successor to the body established under the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982.
- (2) The Mandal shall consist of—
- (a) a Chairperson nominated by the State Government;
 - (b) a Vice-Chairperson nominated by the State Government;
 - (c) such number of representatives of employers as may be prescribed;
 - (d) an equal number of representatives of workers;
 - (e) independent members, not exceeding one-third of the total strength; and
 - (f) such ex officio members as the State Government may prescribe.
- (3) The Mandal shall be a body corporate with perpetual succession and a common seal.
- (4) The Mandal may constitute sub-committees for administration of schemes.
- (5) The Mandal shall appoint a Chief Executive Officer and such officers and staff as may be necessary.

32. Shram Kalyan Nidhi.—

- (1) There shall continue a Fund called the Shram Kalyan Nidhi (hereinafter referred to as “the Nidhi”), administered by the Mandal.
- (2) The Nidhi shall be credited with—
- (a) contributions from employers at such rate as may be prescribed, which shall not be recovered from the wages of workers;
 - (b) contributions from workers at such rate as may be prescribed;
 - (c) grants from the State Government; and
 - (d) interest earnings and other lawful receipts.

- (3) All amounts standing to the credit of the fund constituted under the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982, shall stand transferred to and vest in the Nidhi, subject to committed liabilities.
- (4) The accounts of the Nidhi shall be maintained and audited as prescribed.

33. Welfare measures and schemes.—

- (1) The Mandal may implement welfare measures for eligible organised workers through schemes approved by the State Government, including—
 - (a) medical and health care facilities;
 - (b) educational assistance for workers and their children;
 - (c) housing assistance;
 - (d) recreational and cultural programmes;
 - (e) counselling and skill development services; and
 - (f) such other welfare measures as the State Government may notify.
- (2) Scheme eligibility and benefits shall be specified by rules or scheme notifications.
- (3) The Mandal shall submit an annual report to the State Government, which shall be laid before the State Legislature.

34. Slate Pencil Workers' Welfare: special category under the Mandal.—

- (1) The Madhya Pradesh Slate Pencil Karmkar Kalyan Board constituted under the Madhya Pradesh Slate Pencil Karmkar Kalyan Nidhi Adhiniyam, 1982, shall stand merged into the Mandal, and the Mandal shall administer slate pencil workers' welfare as a special category within its framework.
- (2) The Mandal shall constitute a Slate Pencil Workers Welfare Committee, consisting of such members as may be prescribed, to oversee the administration of the Slate Pencil Welfare Fund and advise the Mandal on slate pencil worker welfare.
- (3) A distinct Slate Pencil Welfare Fund shall be maintained within the Mandal and shall be applied only for slate pencil worker welfare objects, including—
 - (a) treatment and rehabilitation of workers suffering from silicosis and other occupational diseases associated with slate pencil manufacture;
 - (b) establishment and maintenance of health centres for slate pencil workers;
 - (c) educational assistance for slate pencil workers and their children;
 - (d) recreation and cultural facilities; and
 - (e) such other welfare objects as the State Government may notify.
- (4) The Slate Pencil Welfare Fund shall be credited with contributions from employers of slate pencil workers at such rate as may be prescribed, grants from the State Government, earmarked receipts from any cess or duty lawfully leviable under a separate State enactment, donations, interest earnings, and other lawful receipts.
- (5) All amounts standing to the credit of the Slate Pencil Karmkar Kalyan Nidhi under the repealed enactment shall stand transferred to and vest in the Slate Pencil Welfare Fund, subject to committed liabilities.
- (6) The Slate Pencil Welfare Fund shall be ring-fenced and shall not be applied for any purpose other than slate pencil worker welfare.
- (7) Expenditure from the Slate Pencil Welfare Fund shall not be treated as substituting or discharging any employer's statutory obligations under the Occupational Safety, Health and Working Conditions Code, 2020, or any other law.

35. Application.—

- (1) The provisions of this Code relating to industrial relations shall apply to industrial establishments in the State of Madhya Pradesh employing three hundred or more workers.

(2) The provisions of this Code relating to industrial relations relating to standing orders, conciliation, adjudication, and the Industrial Tribunal shall not apply to any establishment employing fewer than three hundred workers.

Explanation.—The threshold of three hundred workers under this section shall be computed by reference to the number of workers employed on any day during the preceding twelve months.

36. Adoption of the Industrial Relations Code, 2020.—

(1) Industrial disputes, conciliation, adjudication, trade union matters, standing orders, strikes, lockouts, lay-off, retrenchment, and closure in establishments to which section 35 applies shall be governed by the Industrial Relations Code, 2020, and the Industrial Relations (Central) Rules, 2025.

(2) These provisions shall operate as a State facilitation, institutional-designation, and supplementation layer, and shall not create parallel forums or substantive standards inconsistent with the Industrial Relations Code, 2020.

(3) In case of inconsistency, the Industrial Relations Code, 2020, shall prevail.

37. Threshold for prior permission for lay-off, retrenchment, and closure.—

For the purposes of the Industrial Relations Code, 2020, the threshold number of workers for an industrial establishment in the State of Madhya Pradesh for seeking prior Government permission for lay-off, retrenchment, or closure shall be three hundred:

Provided that this threshold shall be subject to such notifications as the Central Government may issue under the Industrial Relations Code, 2020.

38. Industrial Tribunal.—

(1) The State Government shall constitute one or more Industrial Tribunals for adjudication of industrial disputes and related matters, consistent with the Industrial Relations Code, 2020.

(2) Each Industrial Tribunal shall consist of—

(a) a judicial member who is or has been a Judge of a High Court, or is a District Judge with not less than seven years of experience, or is qualified to be appointed a Judge of a High Court; and

(b) an administrative member having prescribed experience in labour relations, industry, or public administration.

(3) The Industrial Tribunal shall sit as a two-member bench for matters relating to lay-off, retrenchment, closure, strikes, lockouts, and standing orders, and as a single-member bench (judicial member) for other industrial disputes.

(4) The procedure and powers of the Tribunal shall be as provided under the Industrial Relations Code, 2020.

(5) The State Government may provide for digital cause-management, publication of awards, and web-based case allocation for the Tribunal.

39. Conciliation officers.—

(1) The State Government may appoint conciliation officers and specify their jurisdiction and functions, consistent with the Industrial Relations Code, 2020, and the Industrial Relations (Central) Rules, 2025.

(2) Conciliation officers shall, as far as practicable, use digital systems for notices, scheduling, and record management through the designated portal.

40. Standing orders.—

(1) The Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961, stands repealed; certification, modification, and enforcement of standing orders shall henceforth be governed by the Industrial Relations Code, 2020.

(2) Standing orders shall be applicable to industrial establishments employing three hundred or more workers.

(3) All standing orders applicable to an industrial establishment immediately before the commencement of this Code shall, to the extent not inconsistent with the Industrial Relations Code, 2020, continue and be deemed to be standing orders under the corresponding provisions until modified or superseded.

(4) Where the Industrial Relations Code, 2020, permits designation of authorities for standing orders within the State domain, the State Government may, by notification, designate—

(a) the certifying officer; and

(b) the appellate authority,

and may specify territorial jurisdiction and administrative arrangements.

(5) The State Government may provide for digitisation and portal-based hosting of standing orders for accessibility to workers.

41. Workplace dialogue.—

(1) The State Government may promote consultative mechanisms for workplace dialogue, including Works Committees and joint consultation committees as provided under the Industrial Relations Code, 2020, for the purpose of dispute prevention and cooperative workplace relations.

(2) Such mechanisms shall be non-adjudicatory and shall not curtail any statutory right to raise an industrial dispute or invoke remedies under applicable law.

42. Unified industrial relations portal module.—

The State Government may provide a unified industrial relations module on the designated portal for filing and tracking of conciliation notices, hosting of standing orders, cause-management and publication of orders and awards, and such other procedural enablement consistent with law.

43. Inspector-cum-Facilitator for welfare funds.—

(1) The State Government may appoint Inspector-cum-Facilitators for implementation of State welfare schemes and funds under the relevant welfare scheme and fund provisions of this Code, and specify their jurisdiction and functions.

(2) The Inspector-cum-Facilitator may, for purposes of fund compliance, enter and inspect premises, require production of records, examine persons, and take copies, subject to safeguards.

(3) Powers under this section shall be exercised in a facilitative manner consistent with the Central Codes and shall avoid duplication of inspections for the same subject matter.

44. Records, registers, and returns for welfare funds.—

(1) Every establishment and such persons as may be prescribed shall furnish records, registers, and returns relating to welfare schemes and funds under the relevant welfare scheme and fund provisions of this Code in electronic form on the designated portal.

(2) The State Government may provide for migration of legacy records and digitisation.

45. Assessment and recovery of dues.—

(1) Where any contribution or amount is payable under this Code, the competent authority may determine the amount payable after giving a reasonable opportunity of hearing.

(2) Amounts so determined may be recovered as arrears of land revenue or through such other lawful mechanism as may be prescribed.

(3) Pending recovery proceedings under repealed enactments shall continue and may be carried to conclusion under this Code from the stage reached.

46. Decriminalisation of minor procedural lapses.—

(1) No employer, officer, or person shall be liable to imprisonment for any of the following procedural or compliance lapses—

(a) late filing or non-filing of returns, intimations, or notices;

- (b) delay in payment of contributions to any fund under this Code not exceeding ninety days;
 - (c) failure to display the registration certificate;
 - (d) minor inaccuracies or omissions in registers, records, or returns;
 - (e) failure to update change of particulars within the prescribed period; and
 - (f) such other minor procedural lapses as the State Government may notify.
- (2) The penalties for the lapses specified in sub-section (1) shall be limited to—
- (a) a monetary penalty not exceeding fifty thousand rupees for the first contravention;
 - (b) a monetary penalty not exceeding one lakh rupees for the second and subsequent contraventions; and
 - (c) the option of compounding under section 47.
- (3) Before imposing any penalty, the competent authority shall issue a compliance notice giving the employer an opportunity to rectify the lapse within thirty days; if the lapse is rectified within the notice period, no penalty shall be imposed.

47. Compounding of offences.—

- (1) Any offence under this Code which is punishable only with fine, or any minor procedural lapse specified in section 46, may be compounded before or after the institution of prosecution by payment of a compounding fee.
- (2) The compounding fee shall be—
- (a) not less than fifty per cent and not more than seventy-five per cent of the maximum fine prescribed for the offence, for a first offence; and
 - (b) not less than seventy-five per cent and not more than one hundred per cent of the maximum fine, for a second or subsequent offence.
- (3) An offence shall be compoundable by such officer, not below the rank of Deputy Labour Commissioner, as the State Government may authorise.
- (4) Upon compounding, the offender shall not be prosecuted for the same offence, and any prosecution already instituted shall stand abated.
- (5) Compounding shall not be available for—
- (a) any offence involving death or grievous bodily harm to a worker;
 - (b) any offence involving employment of a child in contravention of this Code;
 - (c) any offence committed after compounding of a similar offence on two previous occasions; or
 - (d) any offence specified as non-compoundable by the State Government by notification.
- (6) The State Government shall, by notification, publish a compounding schedule specifying the compounding fee for each category of offence.

48. Penalties for serious contraventions.—

- (1) Any person who contravenes any provision of this Code relating to the safety, health, or life of a worker, or who employs a child in contravention of this Code, or who obstructs an Inspector-cum-Facilitator in the discharge of duties, shall be punishable with such penalties, which may include imprisonment, as prescribed under the applicable Central Code.
- (2) No prosecution under this section shall be instituted without the sanction of the Labour Commissioner or such other authority as may be prescribed.
- (3) No penal regime under this Code shall duplicate or conflict with the penal provisions of the Central Codes for the same subject matter.

49. Protection of action taken in good faith.—

- (1) No suit, prosecution, or other legal proceeding shall lie against the State Government, the Board, the Mandal, or any officer for anything done in good faith under this Code.
- (2) Officers and persons acting under this Code shall be deemed to be public servants within the meaning of section 2(1)(xvi) of the Bharatiya Nyaya Sanhita, 2023 (or the corresponding provision for the time being in force).

50. Repeal.—

On and from the commencement of this Code, the following enactments shall stand repealed—

- (a) the Madhya Pradesh Shops and Establishments Act, 1958 (as amended up to and including the Madhya Pradesh Shops and Establishments (Amendment) Act, 2026);
- (b) the Madhya Pradesh Industrial Relations Act, 1960;
- (c) the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961;
- (d) the Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982;
- (e) the Madhya Pradesh Slate Pencil Karmkar Kalyan Nidhi Adhiniyam, 1982; and
- (f) the Madhya Pradesh AsangathitKarmkar Kalyan Adhiniyam, 2003.

51. Savings.—

Notwithstanding such repeal—

- (a) anything done, any action taken, any notification, order, appointment, rule, scheme, registration, identity card, proceeding, assessment, demand, recovery, award, settlement, or instrument made or issued under the repealed enactments, so far as not inconsistent with this Code, shall be deemed to have been done or taken under the corresponding provision of this Code;
- (b) any right, privilege, obligation, or liability accrued or incurred under the repealed enactments shall continue and be enforceable as if under this Code;
- (c) any investigation, conciliation, adjudication, appeal, recovery, or other legal proceeding pending at commencement shall continue and may be carried to conclusion under this Code from the stage reached, and shall stand transferred to the corresponding authority or forum under this Code;
- (d) all standing orders in force immediately before commencement shall, to the extent not inconsistent with the Industrial Relations Code, 2020, continue as standing orders under this Code until modified or superseded;
- (e) all funds constituted under the repealed enactments and all amounts standing to their credit shall stand transferred to and vest in the corresponding Funds under this Code, subject to committed liabilities;
- (f) all registrations and identity cards issued under the repealed enactments shall continue until re-verification under rules; and
- (g) all welfare schemes in force immediately before commencement shall continue until modified, merged, or replaced by schemes framed under this Code.

52. Transfer of pending proceedings.—

- (1) All pending proceedings under the repealed enactments shall stand transferred to the corresponding authority or forum under this Code and shall continue from the stage reached.
- (2) Any step validly taken, evidence recorded, or interim order made under the repealed enactments shall not be invalid merely by reason of repeal, and may be acted upon by the transferee authority.
- (3) The State Government may, by rules or notification, prescribe the manner and timelines for transfer of pending matters.

53. Sunset and transition period.—

- (1) Notwithstanding the repeal of the Madhya Pradesh Shops and Establishments Act, 1958, under section 50(a), establishments which were registered or for which registrations were pending under the 1958 Act immediately before the commencement of this Code shall be granted a transition period of one year from the date of commencement to comply with the requirements of this Code.
- (2) During the transition period—
 - (a) a valid registration certificate issued under the 1958 Act shall continue to be recognised;
 - (b) the employer shall migrate the establishment's records and particulars to the designated portal; and
 - (c) no penalty shall be imposed under this Code for any lapse attributable solely to the transition from the 1958 Act.
- (3) Upon the expiry of the transition period, the provisions of this Code shall apply in full, and any registration under the 1958 Act that has not been migrated shall lapse.

54. Stakeholder consultation mechanism.—

- (1) Before framing rules under this Code, the State Government shall invite and consider the views of trade unions, industry bodies, employers' associations, worker organisations, and other stakeholders through a consultative process.
- (2) Draft rules shall be published on the designated portal and in the Official Gazette, and a period of not less than thirty days shall be allowed for receipt of objections and suggestions.
- (3) The State Government shall publish a summary of objections received and the reasons for acceptance or rejection thereof.

55. State Rules: timeline and framework.—

- (1) The State Government shall frame and notify the State Rules for all provisions of this Code within one year of the commencement of this Code.
- (2) The State Rules shall be framed for all four domains covered by this Code, namely—
 - (a) wages and conditions of service (aligned with the Code on Wages, 2019, and the Code on Wages (Central) Rules, 2025);
 - (b) occupational safety, health, and working conditions (aligned with the OSH Code, 2020);
 - (c) industrial relations (aligned with the Industrial Relations Code, 2020, and the Industrial Relations (Central) Rules, 2025); and
 - (d) social security (aligned with the Code on Social Security, 2020, and the Social Security Code (Central) Rules, 2025).
- (3) Pending finalisation of State Rules, the rules framed under the repealed enactments shall continue to apply to the extent not inconsistent with this Code.

56. Construction of references.—

References to any repealed enactment in any instrument, contract, notification, or document shall be construed as references to the corresponding provisions of this Code, unless the context otherwise requires.

57. Removal of difficulties.—

- (1) If any difficulty arises in giving effect to the provisions of this Code, the State Government may, by order published in the Official Gazette, make such provisions not inconsistent with this Code as may appear to it to be necessary for removing the difficulty:
Provided that no such order shall be made after the expiry of a period of two years from the date of commencement of this Code.
- (2) Every order made under this section shall be laid before the State Legislature.