

LABOUR LAWS

*29 Repealed and 4 New Codes—
Mapped | Linked | Explained*

A Seamless Legal
Research Solution for
India's New Labour Law
Framework

Backed by Legacy. Built for Professionals.



Introducing a New Era in Labour Law

From 29 Labour Laws to 4 Comprehensive Codes

India's labour law framework has undergone a historic overhaul, with 29 central enactments now repealed and subsumed, into four comprehensive Labour Codes. This consolidation aims to simplify compliance, enhance transparency, and provide a unified structure for employment-related laws.

This legal transformation requires a modern approach to research—one that empowers professionals to interpret the new framework while retaining visibility into repealed laws, corresponding provisions, and judicial precedents.

Taxmann.com | Research now brings you exactly that—a structured, section-wise research solution that maps repealed labour laws with the new Codes, delivering accuracy, clarity, and confidence.

What Has Changed in India's Labour Laws?

29 Laws | 4 Codes | One Unified Framework

The four Labour Codes bring together multiple legislations—they replace decades of overlapping laws with a single, structured framework.

Beyond consolidation, the reform simplifies compliance, uplifts workplace standards, and expands access to social security benefits.

Overview of the Labour Code Consolidation

New Code		Number of Laws Repealed & Subsumed
Industrial Relations Code, 2020	→	Merges 3 Laws
Occupational Safety, Health & Working Conditions Code, 2020	→	Merges 13 Laws
Code on Social Security, 2020	→	Merges 9 Laws
Code on Wages, 2019	→	Merges 4 Laws



What's Covered?

All Aspects of Labour Law. Integrated Seamlessly.

From foundational Acts to the Labour Codes—this platform covers the full spectrum of India's labour law framework.

It unifies everything professionals need to understand, apply, and comply with labour law—whether rooted in the erstwhile framework or built on the new Labour Codes.

Content Coverage at a Glance



Labour Codes & Acts

Full texts of all four new Codes alongside all existing/repealed enactments



Rules & Forms

Central Rules and Notified Forms



Case Laws

Over 35,000 judgments with professionally drafted headnotes



Circulars & Notifications

Official announcements with section-wise tagging



Articles & Opinions

Expert views on key legal and compliance issues



All-About™ View

Connected records for any section—New Section, Existing Section, and Case Laws, in one place

Designed for Today's Professionals

One Stop Solution For Every Role That Depends on Labour Law.

Whether you're interpreting statutory changes, preparing for compliance audits, resolving employment disputes, or delivering legal advice—clarity and access are essential. This platform brings all stakeholders under one research framework.

Tailored for the Roles That Rely on Precision



Labour Law Practitioners Decipher codes, track precedent, and build arguments with confidence

Corporate Legal Teams Monitor statutory changes and ensure organisation-wide compliance

HR & Compliance Professionals Access forms, rules, and policies to implement and comply the law correctly

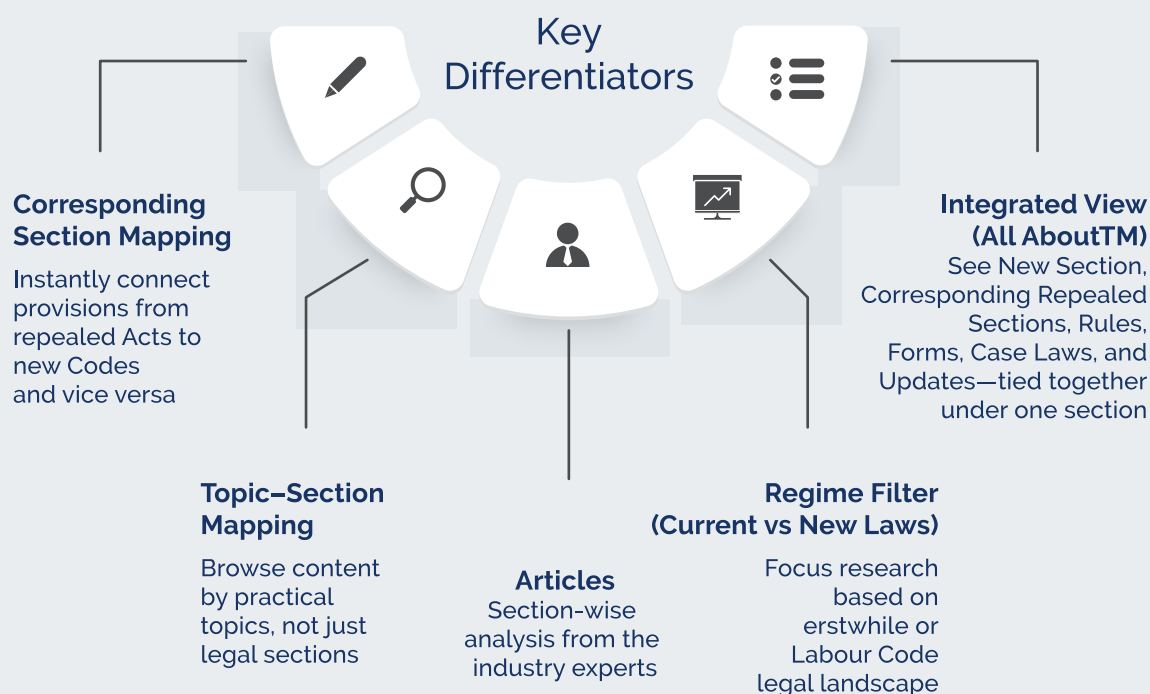
Academicians & Students Study labour law in full context under erstwhile and new Labour Codes

Consultants & Advisory Firms Support clients with updated research and legally aligned guidance

What Sets This Platform Apart

A Smarter—Section-Wise Platform Crafted for Legal Precision

This isn't a static collection of Acts and updates. It's a dynamic, intelligently structured research experience—engineered to simplify complexity, bridge legal transitions, and save professionals valuable time.

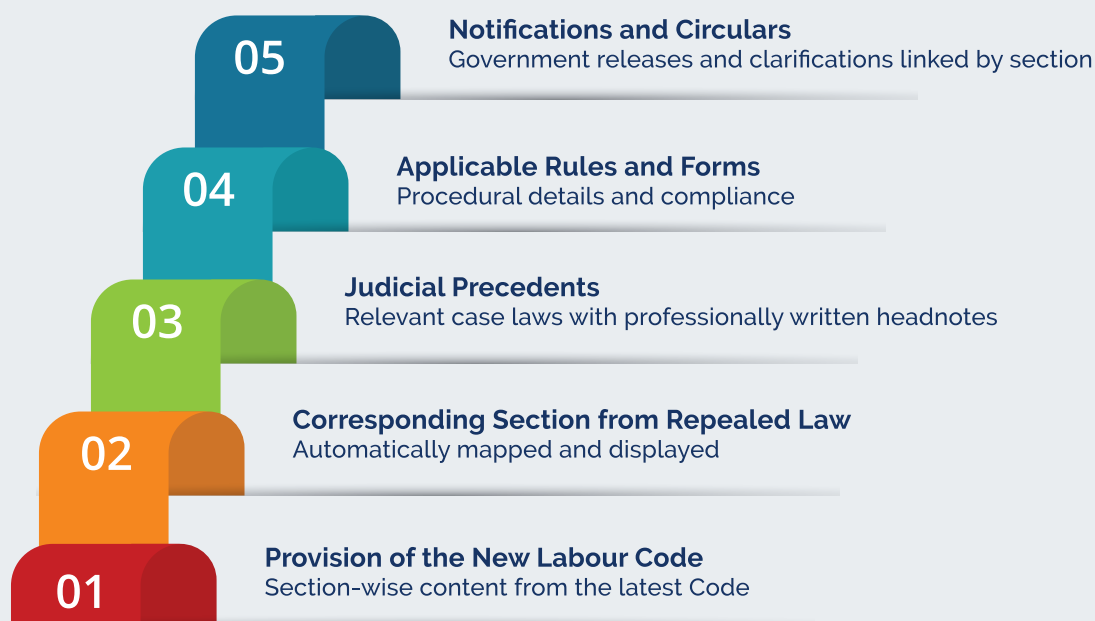


All About™ Labour Laws

A Unified—Section-Wise Research Experience

The All About interface offers a consolidated view of every legal component linked to a specific section—across both the new Labour Codes and repealed laws. It enables professionals to access the applicable provision, its historical equivalent, and all associated materials in one place—ensuring clarity, accuracy, and efficiency in legal research.

What Each Section View Includes



Case Laws

Comprehensive Repository on Labour Laws Jurisprudence

Access a comprehensive database of over 35,000 labour law judgments, covering decisions from Tribunals to the Supreme Court. Each case is accompanied by expertly crafted headnotes, ensuring precise interpretation without the need to review lengthy texts.

With advanced filters, subject-wise tagging, and real-time alerts, this repository ensures that your case law research is not only thorough—but highly efficient and contextually accurate.

Key Highlights

 PAN-Jurisdictional Coverage Judgments from all major courts and forums relating to labour and employment law	 Editorial Headnotes Concise summaries written by experienced legal editors	 Contextual Search Engine AI-powered, legally aware search to surface relevant judgments accurately
 Intelligent Filters Refine results by court, bench, subject, statute, and time period	 Case Tracking & Alerts Receive alerts when followed judgments are cited or referred in new decisions	 Bookmarking & Annotations Save cases, add personal notes, and build subject-specific case libraries

Acts

Authoritative Access to New Labour Codes & Erstwhile Laws

Provides comprehensive access to India's labour legislation—covering both the four consolidated Labour Codes and the erstwhile 45 Central Acts.

Each Act is presented in a clean, structured format with section-wise and chapter-wise views, making it easy to navigate provisions and understand their scope. Integrated historical references ensure users can trace legislative evolution and maintain continuity in ongoing matters.

Key Features

 Complete Text of All Four Labour Codes • Code on Wages, 2019 • Industrial Relations Code, 2020 • Code on Social Security, 2020 • Occupational Safety, Health and Working Conditions Code, 2020	1	 Erstwhile Acts Access to over 45+ repealed/existing labour legislations in their last updated form	2	 Dual Navigation Options View Acts by section or by chapter for ease of reference	3
		 Section Tracking Alerts Get notified of amendments, judicial references, or interpretative changes to any followed section	4	 Cross-Linking with Relevant Pages Seamless integration with case laws, articles, rules, and circulars for every section	5

Rules & Forms

Central Rules & Statutory Forms—Structured for Effective Compliance Management

Compliance with labour legislation is rooted not only in understanding statutory provisions but also in correctly applying the associated rules and forms. This section offers comprehensive access to all central rules and notified forms.

Key Highlights

	Rules under the New Labour Codes Seamless access to all notified rules as they are published and updated
	Legacy Rules Repository Access to procedural rules under repealed/existing laws for reference during the transition period
	Notified Forms Library Official forms required for regulatory compliance—searchable and downloadable
	Usability Across Domains Relevant for Legal Professionals, HR and Compliance Teams, Consultants, and Advisors

Circulars & Notifications

Official Guidance—Direct from the Source

Circulars and notifications play a critical role in interpreting, implementing, and updating labour legislation. This section provides direct access to all official communications issued under the new Labour Codes, as well as those under repealed and continuing enactments.

Every document is accurately tagged, date-sorted, and mapped to the relevant statutory provisions—ensuring professionals have the latest regulatory positions at their fingertips.

Key Highlights

	Complete Repository of Labour-Related Notifications Including rules, clarifications, amendments, and implementation updates
	Issued Under Current Regime Coverage includes notifications under both the repealed and existing labour laws
	Mapped to Sections Each circular or notification is linked to the relevant statutory provision for legal context
	Timely Updates Newly issued documents are added as soon as they are published by the competent authority
	Search & Filter Options Locate documents based on code, subject, issuing authority, or date of issue

Articles

Authoritative Perspectives on Labour Law Developments

Understanding the new legislative changes is only the first step. Interpreting their implications, anticipating compliance challenges, and applying them in practice requires expert insight.

This section features a curated collection of opinions authored by leading practitioners, academicians, and industry experts on erstwhile laws and new labour laws.

Key Highlights



Expert-Led Analysis

Articles written by recognised labour law professionals and subject matter experts



Coverage of important Issues

In-depth views on how the Labour laws impact ongoing legal and HR practices



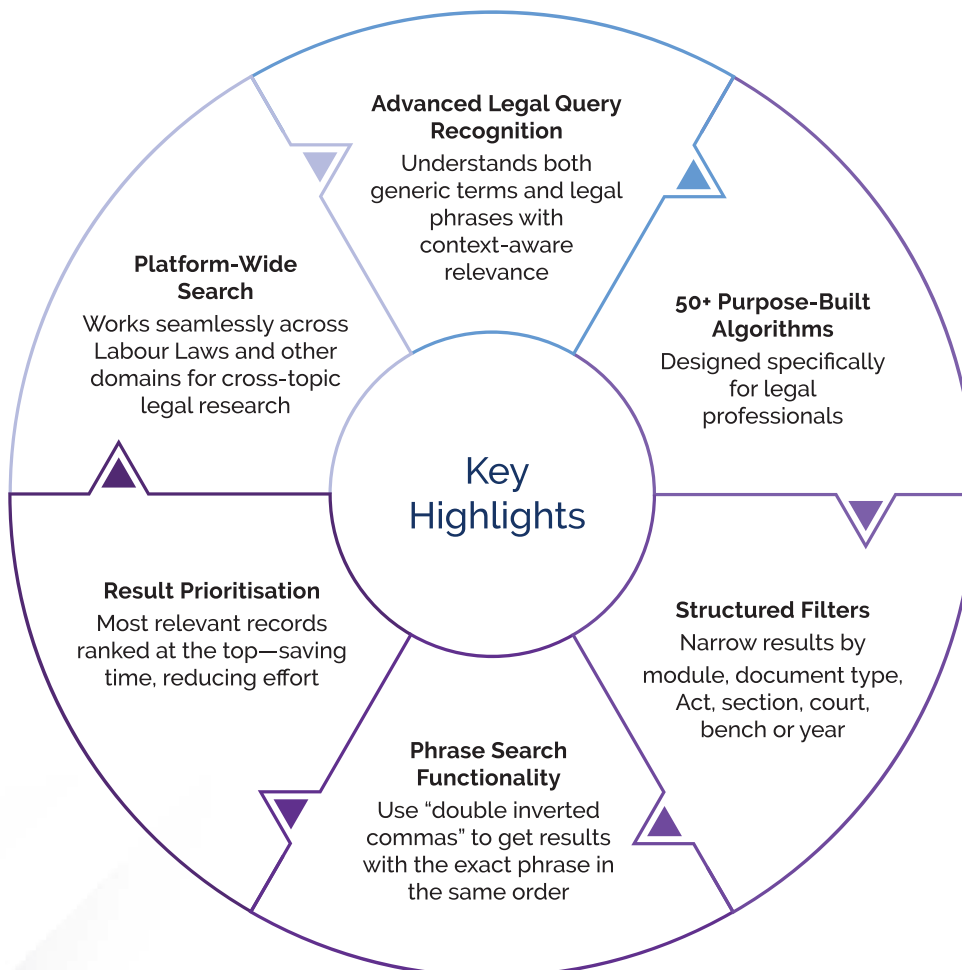
Curated for Relevance

Articles selected based on practical importance, regulatory significance, and user interest

Search Engine

AI-Powered Legal Search—Structured for Precision

The platform's intelligent search engine is designed to understand the way legal professionals think. Built on a framework of 50+ proprietary algorithms, it processes both general queries and legal terminology to deliver accurate, relevant, and prioritised results instantly. Whether you're searching by phrase, topic, section, or full query, the engine ensures you reach the right document.



Why Choose Us

A Platform Backed by Legacy. Built for Precision.

For over six decades, Taxmann has been a trusted name—delivering accurate, updated, and dependable content to India's tax and law professionals.

Expanding the scope of Taxmann.com | Research, it combines editorial depth with smart technology to simplify one of the most intricate areas of Indian law – Labour & Employment.

Trusted Editorial Standards

Curated and reviewed by experienced legal professionals and subject-matter experts

Continuous, Real-Time Updates

Stay informed with every legislative, judicial, and procedural development

Integrated Ecosystem

Seamlessly connected with Taxmann's broader tax and corporate law platforms

Designed for Action, Not Just Access

Every feature—from section mapping to search—is built for real-world legal workflows

Comprehensive Coverage with Context

Bare Acts, rules, forms, judgments, articles—all in one structured interface

Testimonials

Recognised for Accuracy. Recommended for Practice.

"The All About tool has transformed how we interpret provisions. Everything is connected, and nothing is missed."



– Ankit Mehra, Labour Law Consultant

"For our HR compliance team, the integrated access to rules, forms, and circulars has reduced dependency on external counsel. It's precise and reliable."



– Priya Khurana, Head of Legal Compliance, Manufacturing MNC

"I've used several legal databases, but the case law tracking and mapped sections here stand out. It's built for actual legal practice."



– Adv. Rohit Bansal, Labour Law Practitioner

"Our students benefit greatly from the side-by-side view of the erstwhile and new laws. It brings conceptual clarity and practical relevance."



– Dr. Shalini Nair, Professor of Labour Laws, National Law University

Pricing

Annual Access. Limited-Time Introductory Pricing.

Gain full-year access to India's most structured and reliable Labour Law research solution.

This subscription includes comprehensive coverage, advanced tools, and real-time updates—designed for professionals who demand clarity, precision, and legal depth.

Annual Subscription

₹7,900/-*

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Frequently Asked Questions

About Labour Laws

1. What is Taxmann.com | Research – Labour Laws?

Labour Laws, powered by Taxmann.com | Research, is a new module that provides comprehensive legal content on India's labour laws. It integrates the latest Labour Codes with repealed and continuing enactments, enabling precise, section-wise legal research.

2. Is 'Labour Laws' a separate module for Taxmann.com | Research?

Yes. Labour Laws is a dedicated module within Taxmann.com | Research, focused exclusively on labour laws. It combines the new Labour Codes with erstwhile and continuing Central Acts, Rules, Case Laws, and regulatory materials—designed for professionals working in this legal domain.

3. What legal content does this module cover?

This module covers:

- The 4 new Labour Codes and 45 existing/repealed Central Acts
- 35,000+ Case Laws with digests and headnotes
- Relevant Forms, Circulars, Notifications, and Articles

4. Who can benefit from using Labour Laws?

Legal professionals, in-house counsels, HR managers, compliance officers, academicians, and litigators—anyone dealing with employment law, industrial relations, or labour compliance—can benefit from this module.

5. Does it cover both erstwhile laws and the new Labour Codes?

Yes. The module enables seamless navigation between the existing labour laws and the new Labour Codes, allowing users to compare provisions, understand transitional impacts, and access case laws.

6. How frequently is the database updated?

The database is updated in real-time to reflect the latest legislative changes, including amendments, new rules, and notifications. Users can also view archived updates for up to three years.

7. What is the 'All-About™ Labour Laws' feature?

'All-About™' is a proprietary tool that compiles all connected legal materials—Sections of New Labour Code, Corresponding Sections of the repealed Acts, and Case Laws—related to a specific provision or topic, in one consolidated view.

8. Can I access case laws through this module?

Yes. The case law section includes concise three-line digests, headnotes, and full-text judgments, along with smart filters and cross-references for legal interpretation.

9. Is there a search function to find specific provisions?

Absolutely. The module is equipped with a powerful search engine that enables users to quickly locate specific provisions across Acts, Rules, and related legal materials.

Labour Laws Module

Your Trusted Research Platform—Now Covering Labour Laws

Taxmann.com | Research brings you a **dedicated Labour Laws module**—built to simplify compliance, advisory, and dispute resolution. Covering the four Labour Codes along with the corresponding erstwhile labour laws, this module provides complete visibility across India's unified labour law framework.



Mapped Framework

4 New Labour Codes → seamlessly mapped with 29+ erstwhile laws



Case Law Repository

Access **35,000+** judgments with headnotes, digests & judicial filters



Integrated Resources

Acts, Rules, Forms, Circulars & Notifications—fully annotated & updated in real time



All-About™ Labour Laws

One-view cross-referencing of Codes, Acts & Cases for unmatched research efficiency

Built For Professionals Who Demand Accuracy | Context | Compliance

Whether you're advising clients, managing HR compliance, or resolving disputes—this module delivers the clarity you need.

Annual Subscription

₹7,900/-*

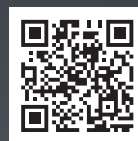


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Taxmann.com | Research is the legal research ecosystem that merges India's most comprehensive database with unmatched editorial depth. Built for professionals who demand accuracy and speed, it transforms complex laws into connected insights—helping you research smarter, collaborate better, and stay ahead with absolute confidence.



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IBC | Accounts & Audit | FEMA & Banking
Competition Laws | International Tax
Transfer Pricing | Indian Acts & Rules
Labour Laws

Numbers That Matter



230,000+ Case Laws
125,000+ Circulars & Notifications
1,500+ Acts & Rules
23,500+ Articles & Commentaries

Smarter Features



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Compare Provision Tool
Research Box (Cloud Workspace)
Real-time Alerts
15+ Filtering Parameters

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Verified & Linked

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