

No.: 02(2)/New Labour Codes/2026/HR

Date: 01.06.2026

To
The CGMs,
All units of AWEIL

Subject: Requisites for smooth implementation of the Labour Codes

The Government of India has enacted four labour codes by consolidating the previous twenty nine labour laws with effect from 21 November 2025.

2. Now, with finalization of the corresponding Central Rules of the Codes w.e.f. 08-05-2026, Advanced Weapons and Equipment India Limited must ensure that this transition is undertaken in a seamless, well-coordinated, and preparedness-driven manner across all its units.

3. In this regard, an active engagement in operationalizing the provisions of the Labour Codes within the units is requested. It is imperative that all functional areas work in close tandem to ensure uniformity and smooth adoption of the new regulatory framework.

3. It is requested to initiate the following actions on priority:

- **Capacity Building & Training:** Organise structured awareness and training programmes involving all concerned on the provisions, compliances, and procedural requirements under the Labour Codes. Units may utilize internal resources or engage external subject-matter experts where necessary to strengthen understanding and implementation readiness.
- **Collaboration with stakeholders:** Promote positive engagement with key stakeholders including trade unions, contractor representatives, etc. to facilitate clear communication, minimize ambiguity, and build a shared understanding of changes introduced under the Codes.
- **Transition Facilitation:** A team of concerned officers may be constituted to review existing practices, systems, and documentation to identify gaps that may require modification for compliance under the new Codes. Necessary interventions, may be undertaken in coordination with AWEIL HQ.
- **Progress Reporting to AWEIL HQ:** In order to facilitate coordinated monitoring at the AWEIL level, all unit are requested to designate a Nodal Officer for Labour Code Implementation and report the progress of preparedness activities to AWEIL HQ on a monthly basis (by 10th of every month). A standard reporting format is being attached herewith.

एडवान्स्ड वेपन्स एण्ड
इक्विपमेन्ट इण्डिया लिमिटेड
भारत सरकार का उद्यम
रक्षा मंत्रालय
समग्र आयुध प्रणाली आपूर्तिक



**ADVANCED WEAPONS AND
EQUIPMENT INDIA LIMITED**
A Government of India Enterprise
MINISTRY OF DEFENCE
Ultimate Weapon System Provider

4. With proactive involvement, collective effort, and constructive engagement with all stakeholders, the transition to the new Labour Codes will be executed smoothly and effectively in AWEIL.
5. It is requested to forward a baseline compliance status report (enclosed) w.r.t. the labour codes to HQ by 15th of every month.

Encl: As above

(Praveen Shukla)
Jt. General Manager/HR

ADVANCED WEAPONS AND EQUIPMENT INDIA LIMITED
Baseline Compliance Status Report-Labour Codes

Unit:

Report Date:

Instructions: Status to be filled as following:

C - Compliant

S. No.	Compliance Area	Status	Target Date of compliance	Remarks
A. Code on Wages, 2019				
1.	Compliance to Payment within stipulated wage cycle for Fixed Term Contract employees (on or before the 7th day of the succeeding month)			
2.	Compliance to Payment within stipulated wage cycle for Contractors' workers(on or before the 7 day of the succeeding month)			
3.	Compliance with provision for maximum deduction of 50% from salary			
4.	Overtime aligned with Code provisions for contract workers			
5.	Process review for payment within 2 days in case of dismissal, retrenchment and resignation.			
B. Industrial Relation Codes, 2020				
6.	Negotiating Union/Negotiating Council constituted			
7.	Constitution of Works Committee			
8.	Constitution of Grievance Redressal Committee			
9.	Standing Orders reviewed/re-certified as applicable			
C. Code on Social Security, 2020				
10.	ESIC coverage reviewed for contractors workers			
11.	Contract workers social security coverage examined			
12.	EPF coverage for contract workers			
D. OSH & Working Conditions Code, 2020				
13.	Single Registration of establishment			

14.	Annual Health Check-Up Action Plan for permanent employees & Fixed Term Contract Employees			
15.	Annual Health Check-Up Action Plan for Contractors workers employees			
16.	Safety Officers/Chief Safety Officers designated as required			
17.	Safety Committees constituted at unit level.			
18.	Appointment letter in respect of contractors workers			
19.	Review of entitlement of annual leave with wages for Fixed Term Contract Employees			
20.	Review of entitlement of annual leave with wages for contractors workers			
General / Common				
21.	Nodal Officer designated for Labour Code compliance			
22.	Shram Suvidha/statutory portal registrations updated			
23.	Awareness/training conducted for HR, Safety officers			

Summary:

Total Items	Compliant (C)	Partially/NC	Not Applicable (NA)
23			

Key issues/observations (if any):

Signature:
Name & Designation: