

**ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION**  
**LIC BUILDING SECRETARIAT ROAD HYDERABAD 500 004**  
**(E-mail: [aiieahyd@gmail.com](mailto:aiieahyd@gmail.com))**

Cir. No. 25/2025

November 24, 2025

To,

All the Zonal/Divisional/State/Regional Units

**LABOUR CODES NOTIFICATION GROSSLY UNFAIR**  
**HOLD PROTEST DEMONSTRATIONS DURING LUNCH RECESS ON 26 NOVEMBER 2025**

The Government on 21 November 2025 notified all four Labour Codes- **Code on Wages (2019)**, **Industrial Relations code (2020)**, **Code on Social Security (2020)** and the **Occupational Safety, Health and Working Conditions (OSHWC) Code (2020)**- despite serious protests of the central trade unions and independent federations like AIIEA. The AIIEA has called upon insurance employees throughout the country to join the growing chorus of protests against the Labour Codes by holding Gate Meetings and Demonstrations during Lunch Recess on 26th November 2025.

The corporate media and the government have launched a campaign of disinformation on the labour codes. The entire effort is to project these codes as an absolutely worker-friendly legislation from a pro-people government. Strangely, there is no difference between the language used in the government notification and that used in the mainstream media- print and electronic. A large number of the so-called independent media organisations seem to have surrendered their conscience at the altar of government power. They have called these codes as 'historic', 'revolutionary', 'modernising', 'aimed at enhancing workers' welfare', 'free from colonial hangover' and so on. Strangely, no one ever questions why these codes, supposedly so worker-friendly and emancipatory, were not notified for the last five years, even though they were enacted back in 2019/2020! This is particularly surprising, given the government's claim that there is broad consensus among all stakeholders on the issue.

Let's do some deep diving to understand as to why we are opposed to these Labour Codes.

The **Code on Industrial Relations** *restricts the definition of 'worker'*. Any person who is employed in a supervisory capacity drawing wages in excess of Rs.18,000/- per month or an amount as may be notified by the central government from time to time, is not a worker as defined by this code. This code *legalizes fixed-term employment*. This means that workers can be thrown out without any notice or compensation after their term. Employers will naturally refuse to renew the contract if the employees engage in union activity. The basic purpose is to minimize the labour costs of the employers and to eliminate trade unions from the workplace. This code will also *facilitate the process of 'hire and fire'*. This is because the threshold level of the number of workers in an establishment that is required to seek prior approval of the government for layoff, retrenchment, closure etc. has been raised to 'not less than three hundred workers' and this number can be further increased through a notification by the government. This code will also *make registration of trade unions an extremely difficult proposition*. It stipulates that no trade union can be registered unless 'at least 10% of the workers or 100 workers, whichever is less, engaged or employed in the industrial establishment or industry with which it is connected' are its members. The IR Code imposes severe *restrictions on the democratic rights of the workers* to elect the leadership of their choice. On a cursory reading of the code, one gets the impression that any union with a membership exceeding 51% will get automatic recognition. But this is misleading. This is because *there would be no secret ballot to ascertain the membership strength of the contesting unions. The government has retained*

*arbitrary powers to decide the procedure for ascertaining the membership strength of the trade unions.* The most draconian aspect of the IR Code is that it virtually denies the right to strike, a basic right of the working class. Stringent punishment including huge fine and imprisonment are imposed on workers going on so-called 'illegal strike' and also those who 'instigate' them and support them.

**The Code on Wages** is a clever play on words. The terms 'worker' and 'employee' have been used interchangeably in the Code. This is meant to facilitate misinterpretation and discrimination between worker and employee and allow *escape routes for violation*. It *does not incorporate the basis for fixing minimum wage* as recommended by the 15th Indian Labour Conference way back in 1957, reinforced by Supreme Court judgment in the Raptakos and Brett case in 1992, and reiterated again and again in the 44th, 45th and 46th ILC and also recommended by the Parliamentary Standing Committee on Labour. As the Code stipulates, the *recommendation of Minimum Wage Advisory Boards will not be binding* on the government. This code therefore is a cruel joke on the working people who are already groaning under poverty, inequality and unemployment.

**The Code on Social Security** has neither notified any schemes nor earmarked funding for any welfare schemes for the unorganised workers. *The unorganized workers are therefore left in the lurch.* Under the claim of rationalising the existing social security schemes including EPF and ESI, the Code on Social Security actually laid the foundation to dismantle these time-tested social security schemes. *The rate of contribution to the Employees Provident Fund, the only sources of fund, has been reduced from 12% to 10 % of wage.*

**The Occupational Safety, Health and Working Conditions (OSHC) Code** reluctantly mentions eight-hour work but allows for its violation with impunity. It gives enormous scope *to alter the eight-hour duty* by the employer; the same can be decided by the appropriate governments. The shrill cries of corporate leaders like Narayan Murthy (Infosys) and S.N. Subramanyan (L&T) to increase the work-weeks up to 90 hours can be understood in this context. The OSHWC Code *takes away a substantial section of the industrial workers out of the coverage* of any legal safeguards. The definition of 'factory' excludes factories with less than 20 workers, if power is used and less than 40 workers without power. As per this code, Contractors employing less than 50 workers are no longer required to obtain license, compared to the previous number of 20. It enables an overwhelming majority of *contractors to exploit workers* without any regulation and control. The concept of permanent and perennial nature of work for prohibiting contract employment is removed. The obligation of the principal employer to ensure welfare and even *payment of statutory wages has been thoroughly diluted.*

The labour codes are therefore not for 'Ease of Living'; these are only for 'Ease of doing Business'. The existing labour laws were achieved through prolonged struggles of the working class and, with all their flaws, provided some protection to the workers in terms of workplace rights, wages, social security, health, safety and welfare etc. Labour Codes will drastically curtail all these for the benefit of the employers. We call upon insurance employees throughout the country to hold Gate Meetings and Demonstrations during Lunch Recess on 26th November 2025 as a mark of protest.

With Greetings,

Comradely Yours



General Secretary