



## **AEPC Circular No: 213**

**Mithileshwar Thakur**  
**Secretary General-AEPC**

AEPC/HO/SG/R&PA/2026  
January 2<sup>nd</sup>, 2026

### **Sub: Request for Comments: Draft Rules on Labour Codes**

Dear Member Exporters,

The Ministry of Labour & Employment has released the Draft Rules on Labour Codes (i.e. Draft Code on Wages; Draft Code on Social security; Draft Code on Occupational Safety, Health and Working Conditions; and Draft Code on Industrial Relations) on 30th December 2025.

The Government has sought suggestions on the Draft Rules. Members are encouraged to review the Draft Rules (enclosed with this Circular) and submit any suggestions, in the prescribed Google Form:

Google Form: <https://forms.gle/wKu1GTLpBytJuNXg6>

Members may please submit their suggestions on the Draft Rules by **9<sup>th</sup> January 2026**.

This is for your information please.

With regards,  
**Mithileshwar Thakur**  
Secretary General

Annexure: Draft Rules on 4 Labour Codes

[Draft Code on WagesRules-2025](#)

[Draft IR Code Rules-2025](#)

[Draft OSH Code Rules-2025](#)

[Draft Social Security Code Rules-2025](#)