

QUICKLY.

‘4 new labour codes to benefit gig workers’



New Delhi: Commerce & Industry Minister Piyush Goyal said the four recently announced labour codes would provide relief to unorganised and gig workers as it simplified processes and ensured access to proper facilities, social security and better working conditions. As many as 29 labour laws have been simplified and grouped into four labour codes to minimise paperwork and reduce approval requirements, Goyal said, speaking at the National Trade Leaders Conference in New Delhi on Tuesday. The new codes promote better labour practices, ensure occupational safety, guarantee minimum wages at the national level, and extend social security benefits, including for gig workers, he said. These codes will also promote ease of doing business, the Minister added. On further decriminalisation of minor business offences, Goyal said the government had already started work on the third edition of Jan Vishwas Bill and identified about 275-300 provisions which could be decriminalised. **OUR BUREAU**

‘Implementation of new labour codes could boost consumption by ₹75,000 cr’

TOWARDS EQUITY. Savings rate of 30% will lead to a consumption boost of ₹66 per person a day: SBI report

Shishir Sinha
New Delhi

Implementation of the four labour codes could generate employment for 77 lakh people and boost consumption by ₹75,000 crore, according to a research report released by the State Bank of India on Tuesday. On November 21, the government notified the implementation of the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020.

3 SCENARIOS Keeping in mind the current unemployment rate of 3.2 per cent, the research report has presented three scenarios — conservative, mid-range and optimistic. Under the conservative scenario, unemployment could fall by 0.28 per cent to reach 2.9 per cent. In the mid-range scenario, a one per cent employment gain may reduce unemployment by 0.57 per cent to 2.6 per cent. Under the optimistic scenario, unemploy-



NEW DIRECTION. On November 21, the government notified the implementation of the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020 **ANI**

ment could fall to 1.9 per cent. “This would imply additional employment generation for around 77 lakh people based on current labour force participation rate at 60.1 per cent and average working age population at 70.7 per cent across rural and urban workforce,” it said. Thus, it is estimated that India’s new labour codes, after a short transition phase, could reduce unemployment by 0.3 per cent to 1.3 per cent over the medium term, depending on reform

implementation, firm-level adjustment costs, and complementary State-level rules. On the impact on wages and consumption, the report noted the current minimum wage rate in India is ₹546 per capita per day. This includes average wage across all categories of workers and all areas of the workers. The average wage as reported by ILO is ₹451 per capita per day. With the “Code on Wages” implemented, all workers will be entitled to the minimum wage rate. This

would imply that disposable income of workers on an average may rise by ₹95 per day...,” the report said. With a savings rate of approximately 30 per cent, this would lead to a consumption boost ₹66 per person per day. “This could lead to an approximate consumption boost of ₹75,000 crore,” the report said. It highlighted that implementation could lead to more formalisation. The report expects 15.1 per cent increase in the formalisation rate post the

Trade unions to go on strike against new labour codes today

Our Bureau
New Delhi

The joint platform of central trade unions and independent industrial federations, along with peasants led by the Samyukt Kisan Morcha (SKM), called for a nationwide strike on November 26 against the implementation of the four new labour codes. Demanding an immediate scrapping of the labour codes and withdrawal of the draft Shram Shakti Niti 2025, the joint platform has given a call to all its members to wear black badges in workplaces to demonstrate defiance. In a statement, the central trade unions (CTUs) said the



notification of these codes, amidst deepening unemployment crisis and rising inflation, is “nothing short of declaration of war on the working masses”.

‘ANTI-WORKER’ The joint platform urged for the Indian Labour Conference (ILC) to be convened immediately and asked for scrapping of the labour codes even in the meeting

convened by the Ministry on November 13 on the draft Shram Shakti Niti 2025. “Without heeding to the appeals, protests and strikes of CTUs, this Union government has made effective the labour codes to cater to the demands of employers’ representatives and BMS and other fringe supporters of the government made in the pre-Budget consultative meeting. The joint platform of CTUs, while denouncing the move as most undemocratic, regressive anti-worker and pro-employer, reiterate in strongest terms that the lethal assault on the working people will be confronted with the fiercest and most united resistance in history,” the CTUs stated.

‘Reforms visionary step towards strengthening workers’ interests’



GIRISH ARYA

The dream of a “Developed India” will be realised only when the nation’s hardworking workers receive complete respect and assurance of their security. Sustainable economic progress and accelerated development depend on a strong, trusting relationship between workers and industries. However, official data indicate that employment ratios in the manufacturing sector have long fallen short of expectations, impeding India’s production capacity and industrial potential. In this context, comprehensive structural reforms to address the complexities and disparities of outdated labour laws are essential. **TRIPARTITE DIALOGUE** As a responsible labour organisation, we regard the new labour codes as a visionary step towards strengthening workers’ interests, expanding opportunities and ensuring a safe, respectful workplace. Our organisation underscores the vital role of tripartite dialogue among industry, government and labour. We believe that industry, along with workers, is a major stakeholder and a crucial component in the nation’s progress. Since 2015, ongoing tripartite negotiations on labour laws have brought together all central labour organisations and industrial

bodies. BMS champions the concept of the “industrial family,” recognising that industry and workers are mutually dependent, with shared and interconnected interests. Industry organisations have actively participated in these negotiations, and the successful implementation of the labour codes will have a significant and equal impact on both employers and employees. The majority of provisions in these codes prioritise and protect the interests of workers. They promise to enhance productivity, accelerate job creation and broaden social security coverage. We believe that certain strikes and protests by other trade unions are primarily politically motivated. We welcome these reforms and are confident that they will have a positive and lasting impact on India’s economic growth, industrial development and worker welfare. In pursuit of transformative progress, the government has consolidated 29 longstanding Central labour laws into four streamlined codes: Code on Wages (2019), Code on Social Security (2020), Code on Occupational Safety, Health and Working Conditions (2020) and Code on Industrial Relations (2020). The implementation of these codes will ensure that every worker has easy access to security, respect and justice, fundamentals that will further strengthen national development. The swift implementation of the new labour codes reflects the government’s re-

sponsiveness to the aspirations of India’s youth workforce and evolving labour market. A large segment of the country’s working population contributes to nation-building. Whether they are construction workers, gig workers, street vendors or inter-State migrant labourers, they are all now covered by legal protections and social security. These reforms realise the constitutional promise of dignity for all. Importantly, the new codes are progressive and inclusive, extending benefits beyond the organised sector to empower every worker.

FAIR WAGES They are not limited to large companies. By consolidating fair wages, timely payments and social security provisions, such as pensions and insurance, under one unified framework, these codes ensure equitable participation in the nation’s progress. With the formulation of the new labour codes, India has taken a historic step, but their true impact depends on swift and effective rule-making for operationalisation. But codes alone are insufficient. It is imperative that beneficiaries begin receiving the intended advantages without delay. We urge all stakeholders, whether in support or opposition, to come together and prioritise the immediate disbursement of these benefits. Only through collaborative and timely implementation can the spirit of these reforms be realised. The author is All India Secretary, Bharatiya Mazdoor Sangh

November exports encouraging, in positive territory, says Goyal

Amit Sen
New Delhi

India’s exports numbers in November are encouraging and in “positive territory”, Commerce Minister Piyush Goyal said. The Minister confirmed that the guidelines for two much-awaited schemes for exporters — the interest equalisation scheme (IES) and the market access initiative (MAI) — would come next week. “They (exports in November 2025) are in the positive territory. There is growth compared to the comparable period last year,” Goyal said at a press briefing following the fourth Board of Trade (BoT) meeting on Tuesday. The board, comprising industry and government representatives, serves as an apex advisory body on policy measures related to the Foreign Trade Policy. India’s exports contracted 11.8 per cent to \$34.38 billion in October 2025 (year-on-year) as US tariffs hit labour intensive goods. In April-October 2025, exports increased marginally by 0.63 per cent to \$254.25 billion. “The increase in exports in November is across sev-



Piyush Goyal, Minister of Commerce and Industry

eral key sectors,” he said. The guidelines for all schemes under the Export Promotion Mission, cleared by the Union Cabinet earlier this month, will be out by January 15, 2026, Director General of Foreign Trade Ajay Bhadoo said. The Minister pointed out that guidelines for the IES (which lapsed in December 31, 2024) and the MAI scheme will be announced next week. The IES is key for exporters to avail cheaper credit while the MAI gives marketing support. **EAEU FTA** Goyal also announced that formal negotiations for India’s FTA with the Russia-led EAEU group will begin on Wednesday. Russia, Armenia, Belarus, Kazakhstan

and Kyrgyzstan are the five member countries of EAEU. He added negotiations with Israel will begin soon virtually and the idea was to first arrive at an early harvest trade agreement with the country. Talks are also taking place on the second phase of a preferential trade agreement with the Mercosur bloc comprising Brazil, Argentina, Uruguay and Paraguay. The Minister said because of India’s growth story, many countries were interested in getting into trade pacts. The partners with which there is potential for a pact include the SACU, comprising South Africa, Namibia, Botswana, Lesotho and Eswatini.

New labour codes enable hire-and-fire, permanent temporariness: CITU

Our Bureau
New Delhi

The Centre of Indian Trade Unions (CITU) released a pointed response to the government’s assertions with regard to the newly codified labour laws.

On universal social security for all, including gig and platform workers, CITU general secretary Tapan Sen said the Social Security Code sections 109-114 talk about schemes for gig and platform workers without mandatory timelines, defined benefits or allocations. Sen said the proposed aggregator contribution of 1-2 per cent of the turnover is inadequate to fund pension, PF or health benefits and Aadhaar-based portability does not mean anything unless employment relations and employers’ obligation are ensured through statutory provisions, employment records and proper enforcement machinery which are absent in the Code.

On the assertion with regard to “minimum wage coverage for all and a national floor wage”, the CITU general secretary said the Wage Code does not provide a scientific living wage as per 15th ILC norms and the Supreme Court judgment. “An abysmally low national floor level wage, which too varied in different regions, will lead to forcing many States to reduce existing minimum wages. Moreover calling it “National Floor Level” is a substandard deceptive tactic since it differs from region to region as stated in the Wage Code. With weakened inspection and enforcement systems, over 45 per cent of workers already earning below minimum wages (PLFS 2023) will continue to remain outside any meaningful protection,” Sen said.

On fixed-term employment, Sen said it legalised permanent temporariness in perennial and core jobs. “Employers/corporates are endowed with unrestricted power to replace permanent jobs with short-term contracts. Gratuity after one year does not compensate for the loss of continuity of



CITU general secretary Tapan Sen

service, seniority, and actual benefits. This provision is aimed at destroying stable employment and weakening unionisation,” he said. The CITU general secretary said the promise of equal opportunity for women by allowing practices like night shifts is meaningless without enforceable safeguards and consent.

REAL PROBLEMS “The codes do nothing to address the real problems faced by women workers, i.e., contractualisation, unequal pay, harassment, unsafe workplaces and denial of maternity benefits. Prohibitions on gender discrimination remain meaningless without strong enforcement,” he said.

On the critical issue of industrial dispute resolution which the government says is guaranteed by the Industrial Relations Code, Sen said raising retrenchment, layoff and closure threshold to 300 workers for prior government permission enables hire-and-fire in more than 90 per cent of the Indian workplaces.

“More than 12 lakh disputes are now pending for adjudication. Average disposal period of disputes-adjudication is ranging from three to five years for more than 75 per cent of the disputes. Implementation of Labour Codes will make the situation worse since the government, *vide* its Shram Shakti Niti already put in the public domain, has already confirmed the abdication of its mandatory responsibility of implementing labour laws by repositioning itself from compliance of laws to the role of a facilitator of employment,” Sen said.

NATIONAL AGRICULTURAL CO-OPERATIVE MARKETING FEDERATION OF INDIA LTD

No.35, Warehousing Center, Gandhi Nagar, Kochi - 682020 Ph.0484-2204520 Mob: 9388627873 E-mail: nalkochi@nafeed-india.com / nalkochi@gmail.com Website: www.nafed-india.com

TENDER NOTICE

Nafed invites password protected bids from all the interested empanelled / non-empanelled manufacturers for undertaking supply of Fortified Rice Kernel Par-boiled. Interested millers may visit website : www.nafed-india.com or contact office for details. Last date for submission of bid is 01.12.2025 up to 2.00 PM. **STATE HEAD**

PUDUCHERRY DISTILLERIES LIMITED
(A Govt. of Puducherry Undertaking)
Ariyapalayam, Puducherry - 605 110. Tel: 0413-2666844 / 2667578
email: pdli@pdliindia.in, pdli@py.gov.in

E-TENDER NOTICE

Tender ID: 2025_PDL_20627_1 **Date: 24-11-2025**

E-tenders are invited only from established manufacturers for the “Supply of minimum 25 lakh litres of EXTRA NEUTRAL ALCOHOL (IS:6613-2002) (in six months)” through e-procurement portal (<https://pudutenders.gov.in>) only. Tender Fee of Rs.2,500/- and EMD for an amount of Rs. 15,00,000/- are to be paid through Internet Banking or NEFT/RTGS mode only. Last date and time of Submission of bids online is **18-12-2025 at 12.00 P.M.** For detailed information and Terms and Conditions please refer tenders online through e-procurement portal <https://pudutenders.gov.in>. The Tender details, and Terms and Conditions may also be downloaded from the website www.py.gov.in and <https://pdliindia.in> for reference only. **ABBU: E9/2025** **MANAGING DIRECTOR**

TTK PRESTIGE LIMITED

Regd. Office: Plot No.38, SIPCOT Industrial Complex, Hosur - 635 126, Tamil Nadu.
Corporate Office: # 1/1&1/2, 'Nagarjuna Castle', Wood Street, Bangalore Town, Bangalore-560025.
E-mail: investorhelp@ttkprestige.com Website: www.ttkprestige.com
CIN: L85110TZ1955PLC015049

NOTICE

NOTICE is hereby given that the following share certificate(s) has/have been reported as lost / misplaced and the holder of the share certificate(s) has applied to the company for issue of duplicate share certificate(s).

Sl. No.	Folio No.	Share Certificate No.	Distinctive No.(s) From To	No. of Shares	Name of the Shareholder
1	TTK015469	36450	10798285 10798384	100 Shares of FV ₹10 each	Vijayapal Reddy Ganta
2	TTK000336	239058	137568131 137569330	1200 Shares of FV ₹1 each	Sham Kishore Tiwari Shashikant Tiwari

Please note that if the company does not receive any objection within 15 days from the publication of this notice, the Company will proceed further in issuing duplicate share certificates to the respective holders.

For TTK Prestige Limited
Manjula K V
Date: 25th November, 2025 Company Secretary & Compliance Officer

SHILPA MEDICARE LIMITED
Registered office # 12-6-214/A-1, Hyderabad Road, Raichur-584135
Website - www.vbshilpa.com, Email - cs@vbshilpa.com, Telephone -08532-238704
CIN No - L85110KA1987PLC008739

SPECIAL WINDOW FOR RE-LODGMNT OF TRANSFER REQUEST OF PHYSICAL SHARES

Pursuant to the SEBI circular SEBI/HO/MIRSD/MIRSD-PoD/P/CIR/2025/97 dated July 2, 2025, the Company is offering a one-time special window for physical shareholders to re- lodge transfer request. The facility is open from July 7, 2025 to January 6, 2026 and applies to cases where original share transfer requests were submitted before April 1, 2019 but were returned / rejected, or left unattended due to documentation or process deficiencies.

Please note that re-lodgment will be processed only in dematerialized form during the period. Eligible shareholders may submit their request along with the requisite documents to the Company’s Registrar and Share Transfer Agent, M/s. Kfin Technologies Limited, Selenium Tower B, Plot 31-32, Gachibowli, Financial District, Nanakramguda, Hyderabad - 500032, (India) (Toll Free No.: 1800-4258-998) (Email: einward.ris@kfintech.com).

This notice is also available on the Company’s website: <https://www.vbshilpa.com/>.

For Shilpa Medicare Limited
Sd/- **Ritu Tiwari**
Company Secretary & Compliance Officer

Place : Raichur
Date: 25 November 2025

