



पूर्वतटरेलवे/EAST COAST RAILWAY  
मुख्यालयकार्यालय, कार्मिकविभाग, रेलसदन, साउथब्लॉकभुवनेश्वर  
Headquarters Office, Personnel Department, Rail Sadan,  
South Block Bhubaneswar-751017

Estt. Srl. NO. 115/2026



संख्या/ No. ECoR/HQ/Pers(R)/C No.112549

दिनांक/Date:08.09.2026

सेवामें /To

The DRMs-KUR, SBP & RGDA

The CWM/CRW/MCS.

विषय/Sub: Organizing the interactions at Divisional level on new Labour Codes with special reference to impact on Railways.

संदर्भ/Ref: (i) Board's letter No. 2025/E(LL)/AT/CNR/24 dated 03.12.2025.

(ii) Board's letter No. 2025/E(LL)/AT/CNR/24/Z&PU dated 06.04.2026.

Railway Board, vide letter under reference (i) & (ii) above, circulated the following new Labour codes, which have been made effective w.e.f. 21.11.2025, vide Notifications dated 21.11.2025, issued by Ministry of Labour and Employment:

- (i) The Code on Wages, 2019 (notified on 08.08.2019);
- (ii) The Industrial Relations Code, 2020 notified on 29.09.2020);
- (iii) The Code on Social Security, 2020 (notified on 29.09.2020); and
- (iv) The Occupational Safety, Health and Working Conditions Code, 2020 (notified on 29.09.2020).

In order to familiarize with the new Labour Codes, it has been decided that **WORKSHOPS** may be organized at Divisional level with Assistant Labour Commissioners (ALCs) and Deputy Chief Labour Commissioners (Dy.CLCs), who are well versed in the subject. Dialogues may also be conducted between Unions and Management for seeking their co-operation for smooth implementation of these codes, as well as ensuring transparency, clarifying misconceptions, and building confidence among railway workers and service providers. Field level officers may engage with workers for last mile outreach. It may also be ensured that Senior Supervisors in the field, who are involved in contract management are made fully aware of the changes introduced under the new Labour Codes for it's effective implementation in this Railway.

This issues with the approval of Competent Authority.

Encl: Nil.

(Mohammad Fahim Sabri)

Asst. Personnel Officer-HQ

For Principal Chief Personnel Officer

Copy to:-

1. Secretary to GM/ECoR/BBS for kind information of General Manager.
2. Secretary to AGM/ECoR/BBS for kind information of AGM.
3. PFA, Sr DFM/DFM/ECoR-KUR, SBP, RGDA for kind information & necessary action.
4. CPO(Admn)/BBS, Dy CPOs, Sr.DPOs/DPOs/WPO/APOs of Personnel Department for kind information & necessary action.
5. GS/ECoRSC & GS/ECoRSU for kind information.

For Principal Chief Personnel Officer