

Geneva, 25 November 2025

Honourable Mr. Narendra Modi,
Prime Minister of India
Government of India

pmo@gov.nic.in ; india.geneva@mea.gov.in

Appeal to withdraw unilateral notifications of the labour codes and engage in constructive social dialogue with trade unions in India

Dear Honourable Mr. Narendra Modi,

I am writing this letter to you on behalf of [IndustriALL Global Union](#), which has 550 affiliates in 130 countries, including India, representing over 50 million workers in the mining, energy, and manufacturing sectors, to express our deep concern regarding the Government of India's decision to notify the labour codes without meaningful consultation or dialogue with Indian trade unions. This unilateral step raises concerns about its implications for workers' rights and India's long-standing commitment to social dialogue, tripartism, and democratic labour governance.

It is important to note that all four labour codes have been consistently opposed by Indian trade unions, including our affiliates.

We wish to bring the following key issues to your attention:

Lack of Social Dialogue and Tripartite Consultation

Indian trade unions have long demanded the reconvening of the Indian Labour Conference (ILC), the country's primary tripartite platform for dialogue. However, this forum has not met since 2015. Despite repeated appeals, the Government moved forward with notifying the labour codes in a manner widely seen as unilateral and anti-worker. This absence of consultation violates internationally recognised norms of labour relations and undermines Freedom of Association (FOA) and collective bargaining rights enshrined in the Constitution of India and ILO Conventions.

Arbitrary Thresholds and Unequal Protection for Workers

The new labour codes tie essential protections—such as minimum wages, job security, social security, and workplace safety standards—to establishment-size thresholds. This approach excludes vast numbers of workers and creates unequal treatment for those performing the same work. In addition, the codes impose tighter restrictions on union rights, weaken safety and social-security provisions, and centralise rule-making authority with the Government, reducing the role of states in what should be a shared legislative domain.

Fundamental Worker Rights at Risk

The structure of the labour codes threatens to erode core protections related to dismissal, collective action, and job security. These changes shift the balance decisively toward employer flexibility, undermining hard-won worker safeguards and weakening the foundation of industrial relations.

Undermining the Welfare State Framework

Introducing these reforms during a period of rising unemployment and growing informalisation risks dismantling the welfare role of the state. Such measures jeopardise the socio-economic security of millions of workers and erode the principles of social justice that underpin labour policy.

Occupational Health and Safety at the Workplace

The situation regarding occupational health and safety (OSH) is deteriorating, with weakened oversight and a rise in workplace accidents. This trend highlights the urgent need for meaningful dialogue with the Government to ensure robust safety standards and protect workers' lives.

Unilateral Implementation Without Inclusive Engagement

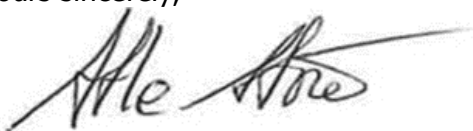
Instead of relying on established tripartite processes—such as staged consultations, consensus-based rule-making, or technical committees—the Government has chosen to proceed without adequate participation from workers' organisations. This unilateral approach runs counter to globally accepted democratic labour standards and undermines trust in the policy-making process.

In view of the above, we respectfully urge the Government of India to:

- **Withdraw the recent notifications** of the labour codes until inclusive and meaningful tripartite consultations are conducted, including the immediate convening of the ILC.
- **Affirm a clear commitment to social dialogue**, freedom of association, and collective bargaining, ensuring that all future labour-law initiatives involve the participation of representative trade union bodies.
- **Guarantee that worker protections are strengthened**, particularly regarding job security, the right to organise, occupational safety and health, and effective social-security coverage for precarious workers.

We strongly urge the Government to restore the spirit of social dialogue and engage with trade unions to chart a balanced, fair, and consensual path forward for the betterment of working people in India.

Yours sincerely,



Atle Høie
General Secretary
IndustriALL Global Union