

To,
All DCCIA Member Industries,
Pune.

Subject: Representation on Draft Rules under All Four Labour Codes, 2026

Dear Members,

This is in continuation to our earlier Circular No. **008/GEN/2026-27** dated **04.05.2026** regarding the Draft Rules under **Industrial Relations Code, 2026 & Maharashtra Occupational Safety, Health & working conditions rule** (though erroneously we mentioned it as "Draft Rules under Code on Wages").

We wish to inform you that the Government of Maharashtra has now notified the **Draft Rules under Code on Wages 2026 & Social Security**.

The links for the above draft rules are given under: -

1. <https://drive.google.com/file/d/1mX9lK72Ge4NtgiwM7dB21Q8zGz7BjGXG/view?usp=sharing> (DRAFT RULES -CODE ON SOCIAL SECURITY)
2. <https://drive.google.com/file/d/1qLknAzivCIyJjiBmuJsW5OqdsuLx6fBV/view?usp=sharing> (DRAFT RULES - CODE ON WAGES)

The Chamber intends to submit a comprehensive representation to the Government of Maharashtra highlighting the concerns, suggestions, and practical difficulties faced by member industries, so that the same may be considered while finalizing the Rules for all the Four Labour Codes.

We therefore request all members to kindly go through the Draft Rules (for all Labour Codes) and submit their valuable feedback/suggestions latest by **22nd May 2026**, considering the limited time available.

Your suggestions may please be sent by email to enable the Chamber to compile and submit a consolidated representation to the Government of Maharashtra within the stipulated timeline.

Your active participation and timely response will be highly appreciated.

Thanks & Regards,

For Deccan Chamber of Commerce Industries & Agriculture, Pune

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CIRCULAR No # 008/GEN/2026-27

04.05.2026

To,
All DCCIA Member Industries,
Pune.

Subject: - REPRESENTATION: DRAFT RULES ON CODE OF WAGES & INDUSTRIAL RELATION CODE 2026.

Dear Members,

Pursuant to notification of New Labour Codes by GOI dated **23rd November 2025**, the Government of Maharashtra has now notified the draft rules for the **Code on Wages** and **Industrial Relations**. Both the drafts are attached herewith for your reference.

The Chamber intends to submit a representation to GOM highlighting the areas of concern for member industries so that the same may be considered by while finalising the Rules.

We request the members to please go through the Draft Rules and provide their valuable feedback latest by **15th May 2026** (in view of the limited time available) so that the same can be compiled by the Chamber and submitted to GOM for their consideration

Thanks and regards.

For Deccan Chamber of Commerce Industries & Agriculture Pune.

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