

SIKKIM



GOVERNMENT

GAZETTE

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Gangtok

Friday 6th March 2026

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GOVERNMENT OF SIKKIM
HOME DEPARTMENT
GANGTOK

No. 19/Home/2026

Dated: 27/02/2026

NOTIFICATION

Whereas, the Government of India has subsumed 29 labour laws into four comprehensive Labour Codes in order to simplify and strengthen the framework governing workers' rights – namely; 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. The Four Central Labour Codes has been implemented in the country w.e.f. November 21, 2025.

Now therefore, with the approval of the Competent Authority, the State Government hereby constitutes State Level Committee to study the Four Central Labour Codes for implementation in Sikkim, with the following members :-

1.	Secretary, Department of Personnel	Member
2.	Secretary-cum-Legal Remembrancer, Law Department	Member
3.	Secretary, Home Department	Member
4.	Secretary, Labour Department	Convenor
5.	Addl. Advocate General, High Court	Member

Terms of reference:

1. The committee shall discuss all the points of the Labour Codes for issuing the final rules for implementation in the state.
2. The Committee shall examine the provision of the Codes in light of Article 371F.
3. The Committee shall submit its report to the Chief Secretary within 45 days of issue of this notification for onward submission to the State Government

R. Telang, IAS
Chief Secretary
Government of Sikkim
File No. GOS/DL 25-26/Enf/17