PARADIP PORT AUTHORITY
TRAFFIC DEPARTMENT

**No.TD/TM/GEN-244/** 1971 **Dated, the November 5th, 2026**

## TRADE NOTICE

**Sub: Compliance with the provisions of the New Labour Codes – reg.**

In pursuance of the directions issued by the Ministry of Labour & Employment, Government of India, and with a view to ensuring compliance with the applicable statutory provisions relating to labour welfare, wages, social security, occupational safety and working conditions, all stevedoring and shore handling agents operating within PPA are hereby advised to ensure strict compliance with the provisions of the following Labour Codes, as applicable:

1. **The Code on Wages, 2019;**
2. **The Industrial Relations Code, 2020;**
3. **The Code on Social Security, 2020; and**
4. **The Occupational Safety, Health and Working Conditions Code, 2020.**

All Stevedoring Agent shall ensure that the wages and other statutory dues of workers are paid in accordance with the applicable provisions; prescribed social security benefits are extended to eligible workers; statutory registers, records and returns are maintained as required; and adequate occupational safety, health and welfare measures are implemented at workplaces. They shall also ensure compliance with the applicable provisions relating to employment conditions, working hours, overtime, contract labour and other statutory obligations, wherever applicable. It is further directed to review their existing labour-related practices and take necessary measures to bring the same in conformity with the applicable Labour Codes and the relevant Central/State Rules, notifications and directions issued by the competent authorities from time to time.

As the matter is being monitored at the level of Secretary, Ministry of Labour and Employment, Govt. of India, it is hereby requested to register your establishment in "SHRAM SUVIDHA PORTAL and also comply with the following in addition to the new labour code.

1. Timely payment of wages.
2. Issuance of appointment letters to workers/employees.
3. Issuance of wage slips to workers/employees.
4. Welfare facilities.
5. Grievance Redressal Mechanism for contract labour.
6. Annual Health Checkup.

The concerned agencies shall remain responsible for compliance with the labour laws applicable to their respective establishments and operations. Any violation or non-compliance shall be dealt with by the competent authorities in accordance with the applicable laws.

5/11/26

**Traffic Manager**
**Paradip Port Authority**

Copy to:

1) All Stevedores of PPA for information, necessary action and strict compliance.
2) The Secretary, Paradip Port Stevedores' Association for information.
3) The Welfare Officer, PPA for information.