



President's Message



Dear Fellow Foundrymen & Foundrywomen,

Greetings from the President's Desk!

In a landmark reform aimed at streamlining India's complex labour regulations, the Union Government has consolidated 29 existing labour laws into four comprehensive Labour Codes—the **Code on Wages (2019)**, **Industrial Relations Code (2020)**, **Code on Social Security (2020)** and **Occupational Safety, Health and Working Conditions Code (2020)**. These codes, now implemented nationwide from **November 21, 2025**, aim to balance economic growth with worker welfare, ensuring greater flexibility for businesses while strengthening the rights of employees across all categories—including full-time, contract, part-time and gig workers.

Some of the key benefits for **employees** and **employers** under these new codes are listed below:

Benefits for Employees

- ▶ **Guaranteed Minimum Wages** across sectors and states.
- ▶ **Timely Wage Payments** within fixed statutory deadlines.
- ▶ **Equal Pay for Equal Work**, irrespective of gender or identity.
- ▶ **Social Security Coverage** extended to gig, platform and unorganised sector workers.
- ▶ **Faster Gratuity Eligibility** for fixed-term employees (after just one year).
- ▶ **Mandatory Appointment Letters**, providing job clarity and proof of employment.
- ▶ **Double Overtime Pay** for hours worked beyond the standard limit.
- ▶ **Paid Leave Eligibility** after 180 days of service.
- ▶ **Night Shift Provisions for Women** with consent and adequate safety measures.
- ▶ **Remote Work Flexibility** in service sectors by mutual agreement.
- ▶ **Free Annual Health Check-ups** for all employees aged 40 and above.
- ▶ **Accident Compensation** for commuting-related incidents.

Benefits for Employers

- ▶ **Simplified Compliance** by replacing 29 laws with just four codes.
- ▶ **Hiring Flexibility** through Fixed Term Employment provisions.
- ▶ **Wage Structure Clarity** via a standardised definition of "wages."
- ▶ **Higher Thresholds for Retrenchment** (up to 300 workers, extendable by states).
- ▶ **Ease of Doing Business** through streamlined processes.

President's Message

- ▶ **Digital Record-Keeping**, reducing paperwork and manual filings.
- ▶ **Efficient Dispute Resolution** mechanisms.
- ▶ **Pan-India ESIC Coverage**, eliminating area-specific restrictions.
- ▶ **Defined Guidelines for Contract Labour**, ensuring clarity in outsourcing.

These Labour Codes mark a **progressive shift** towards a **simplified, inclusive, and transparent labour framework**, creating a **win-win scenario** for both workers and industry stakeholders.

In continuation of our efforts to promote **energy efficiency, NCTS**, along with **Coimbatore Chapter**, organised a **six-day Urja Sanchay Programme from October 25–31, 2025**, across 12 industries in Coimbatore, with a collective energy-saving potential of **72,86,000 KWh per year**.

Under NCSD's Yogyata Vikas initiative for shop floor foundrymen, three specialised training programmes were conducted in October 2025 on

- ▶ **Geometric Dimensioning & Tolerance (GD&T)** at Brakes India (Chennai Chapter)
- ▶ **Casting Defects and Remedies of Grey and SG Iron** at Marks Engineering Works (Coimbatore Chapter)
- ▶ **Sustainable Foundry Practice** at Marks Engineering Works (Coimbatore Chapter)

Additionally, **IIF-Coimbatore Chapter**, in collaboration with **Southern Region**, organised an **inter-region visit under Project Prayaas on October 31, 2025**, at **Ammarun Enviroguard Industries Pvt Ltd**, Coimbatore. The event was graced by **IIF National Office Bearers**.

On the International Front, bookings have officially commenced for two major global events in the foundry calendar:

- ▶ **76th World Foundry Congress (WFC)**, set to take place in **Istanbul, Turkey from October 18–24, 2026**
- ▶ **GIFA 2027**, scheduled to be held in **Düsseldorf, Germany from June 21–25, 2027**

Both serve as premier platforms for collaboration, knowledge exchange and showcasing innovations in the global foundry industry. I earnestly appeal to all foundrymen as well as foundry raw materials and equipment suppliers, to actively participate in these events and collectively highlight the strength, innovation and global readiness of the Indian Foundry Industry.

By the time you read this, we would be in the magical month of **December**, bringing with it the **Christmas** spirit of love, hope, generosity and togetherness for all foundrymen, foundrywomen, their families, and friends.

I welcome your thoughts, feedback and ideas at president@indianfoundry.org. Let us stay united in our vision and continue building a stronger IIF and a vibrant Indian Foundry Industry.

Let's GROW Together.

Thank you.

Jai Hind!

Sushil Sharma
President, IIF
(2025-26)