



**TalEzine - SEPTEMBER 2025**

**MONTHLY JOURNAL**





## Delhi Code on Social Security Rules, 2025

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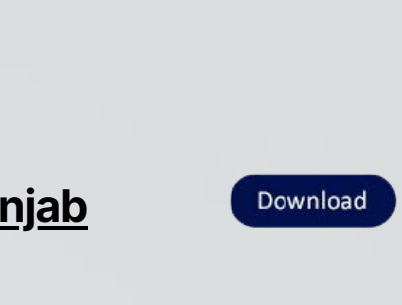
As per the Notification, Notification regards Labour Department, GNCTD is pleased to publish draft rules under the aforesaid Code. They extend to whole of National Capital Territory of Delhi.

**Vide Notification: F. No. 15(43)/Lab/2021/2262-2267 dated on 28/07/2025**

## Proposal to extend ESI Coverage to Educational & Medical Institutions in Maharashtra

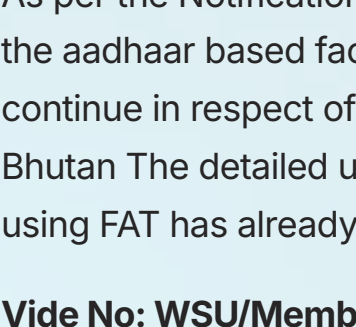
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As per the notification the Employees' State Insurance Act, 1948 (34 of 1948), in its application to the State of Maharashtra, to extend the provisions of the said Act to the classes of establishments situated in the areas as specified in the Schedule appended thereto, all the provisions of the said Act shall extend to the classes of establishments as specified



**Vide Notification: PHD-12016/3/2025-PHD(R.K.V.2) dated on 29/07/2025**

## Notification regarding women employment during night shift in all factories of Punjab

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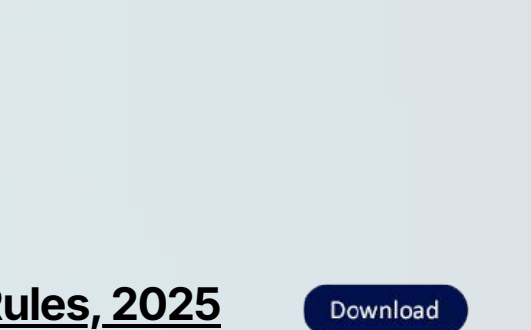
As per the Notification regards whereas it is expedient that earlier notified conditions regarding allowing women to work in Factories in night shifts be amended under Labour act.

**Vide No. Labour Lab Misc/79/2023-ZL/659 dated 30/07/2025**

## Circular regarding Mandatory Allotment and activation of UAN through UMANG App using FAT in EPF

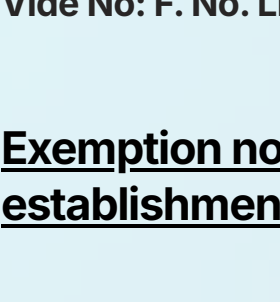
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As per the Notification, to ensure the allotment/generation of UAN will be done only through the aadhaar based face Authentication Technology(FAT) in UMANG App. The employer will continue in respect of exceptional cases like international workers and citizens of Nepal and Bhutan The detailed user Manual for allotment and activation of UAN through UMANG app using FAT has already been enclosed.



**Vide No: WSU/MemberProfilePt1/E-965649/2025-26/22 dated 30/07/2025**

## Press release on CPI Numbers for the Industrial Workers for the month of June 2025

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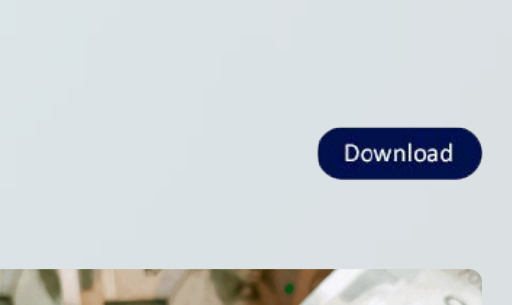
As per the Notification, regards that press release on CPI Numbers for the Industrial Workers for the month of June 2025

**Vide No: No.51112021-CP dated 31/07/2025**

## Draft of the Kerala Contract Labour (Regulation and Abolition) (Amendment) Rules, 2025

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As per the Notification, the kerala contract labour for the the Government of Kerala, Hereby publish for general information the draft rules he Kerala Contract Labour (Regulation and Abolition) (Amendment) Rules, 2025 came into force immediately upon notification. The amendment revises the Kerala Contract Labour Rules, 1974, with key changes including an increase in the registration fee under Rule 24(1) from ₹20 to ₹200. The grant of registration certificates and contractor licenses based on the number of contract workers employed.



**Vide No: F. No. LBRD-E2/27/2021-LBRD Dated 14/07/2025**

## Exemption notification of Women employment during night shifts for Shops and commercial establishments

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As per the Notification, The shops and commercial establishments to work in night shift in order to enhance Ease of Doing Business in the State of Himachal Pradesh and to ensure compliance reduction and deregulation in State. Women can now work night shifts (7:00 PM to 7:00 AM) in shops and commercial establishments to promote gender equality. Employers must also submit quarterly night shift employee details electronically to the local Inspector.

**Vide No: LEP-A003/15/2023-Pt-II Dated 31/07/2025**

## Instructions regarding transfer of Subsidy from A/C 24 to A/C 22 in EPF

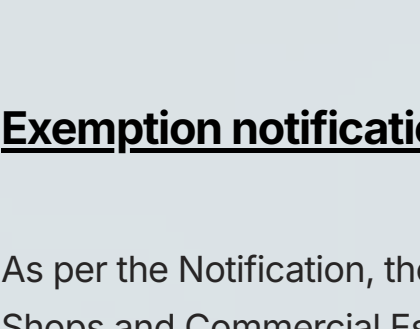
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As per the Notification, It has been observed that the existing procedure adopted by regional offices for managing minor fund requirements under Account no.22 EDLI . Particularly during ECR revision rejection cases is resulting in operational delays. All zonal offices are direct to communicate and ensure this instruction to their respective regional offices for compliance with immediate effect strict adherence is expected to avoid procedural delays.



**Vide No : BKG-12/1/2020-BKG/E-13786 Dated 01/08/2025**

## Draft notification of the Jharkhand Factories (Amendment) Rules, 2025

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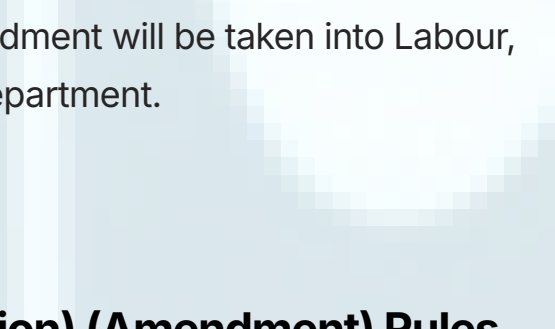
As per the Notification, these rules may be called the JHARKHAND Factories rules 2025 it shall extend to the whole of the state of Jharkhand prohibitions relating to pregnant women lactating mothers and young persons. Women other than pregnant and lactating mothers may be allowed to work with their consent

**Vide No: 17/1020/2025-455 Dated 01/08/2025**

## Draft notification of the Factories (Goa Amendment) Act, 202

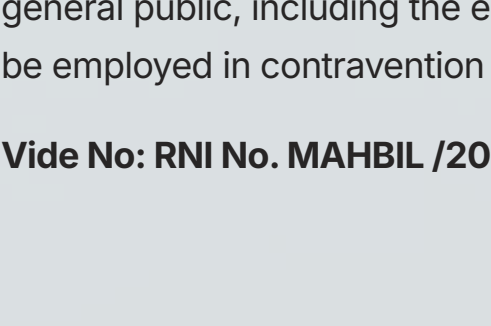
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As per the Notification, regards With a view to reform and simplify regulations and procedures to facilitate the Ease of Doing Business, the Factories (Goa Amendment) Bill, 2025 seeks to amend Section 54 of the Factories Act, 1948 (Central Act 63 of 1948) so as to enhance the daily hours of work from nine hours to ten hours.



**Vide No: No.LA/LEGN/2025/1479 dated 01/08/2025**

## Exemption notification of Women employment during night shifts for factories

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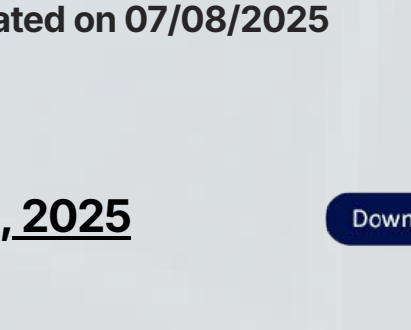
As per the Notification, pleased to allow women workers engaged in all factories in the State to work in night shift in order to enhance Ease of Doing Business in the State of Himachal Pradesh and to ensure compliance reduction and deregulation in State

**Vide No :LEP-A003/19/2023-Loose-II dated 02/08/2025**

## Exemption notification on women employment during night for S&E in Punjab

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As per the Notification, the Shops and Establishment registered under the Punjab Shops and Commercial Establishment Act 1958 in the State are allowed exemption to employ women in the night shifts, with their consent.



**Vide No: Labour-Lab9PSCA/2/2021-SL/656 dated 30/07/2025**

## Draft amendment notification under Andhra Pradesh Factories Rules, 1950

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As per the Notification, factories Act, 1943 and Rules - Amendment to Rule 76-B(2) of the Andhra Pradesh Factories Rules, 1950 - Amendment will be taken into Labour, factories, Boilers & Insurance Medical services Department.

**Vide No: HSE - 49/2016 dated on 06/08/2025**

## Draft notification of the Maharashtra Child Labour (Prohibition and Regulation) (Amendment) Rules, 2025

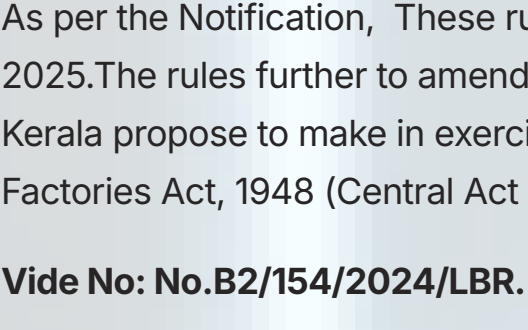
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As per the Notification, to amend the Maharashtra Child Labour (Prohibition and Regulation) Rules 1997 The State Government, to ensure that the children and adolescents are not employed or permitted to work in any occupation or process in contravention of the provisions of the Act, Arrange public awareness campaigns using folk and traditional media, electronic media or mass media including television, radio, digital display, internet based application and the print media to make the general public, including the employers and the children and adolescents who may be employed in contravention to the provisions of the Act



**Vide No: RNI No. MAHBIL /2009/31747 dated on 07/08/2025**

## Addition of certain details in Schedule -I under SECTION 4 of the Delhi Shops and Establishments Act, 1954

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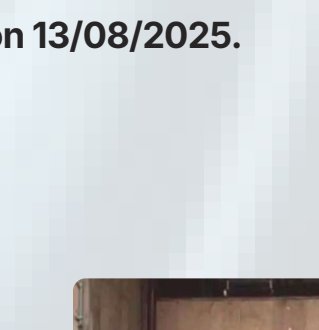
As per the Notification, the employment of women subject to the conditions mentioned No employee shall be employed or allowed to work for more than nine hours (including that of meal and rest) on any day and for not more than forty Eight hours a week under Section 14 of Delhi Shops & Establishments Act,1954.

**Vide No: 28/Addl.LC/Exemp./S&E, Act/2021/2438. dated on 07/08/2025**

## Draft notification of the Rights of Persons with Disabilities (Amendment) Rules, 2025

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As per the Notification, draft of certain rules to amend the Rights of Persons with Disabilities Rules, 2017, which the Central Government proposes to make in exercise of the powers conferred by sub-sections (1) and (2) of section 100 of the Rights of Persons with Disabilities Act, 2016



**Vide No: G.S.R. 539(E) dated on 04/08/2025**

## Notification of the Andaman and Nicobar Islands Factories (Amendment) Rules, 2025

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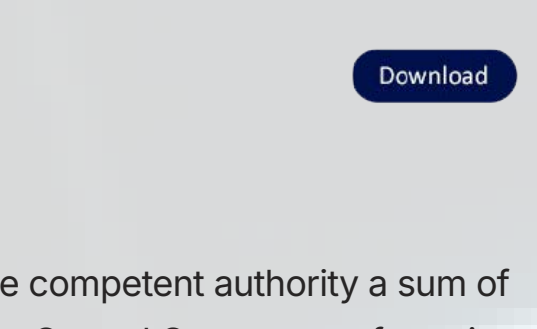
As per the Notification, Notification regards draft Andaman and Nicobar Islands Factories (Amendment) Rules, 2025 was published in the Andaman and Nicobar Official Gazette vide Notification No.48/2025/F.

**Vide No: 67/2025/F.No.M-2530973/1/2025-ALC(SA)LAB\_AN/921 dated on 08/08/2025**

## Notification of the Bihar Shops and Establishment (Employment Regulation and Conditions of Service) Act, 2025

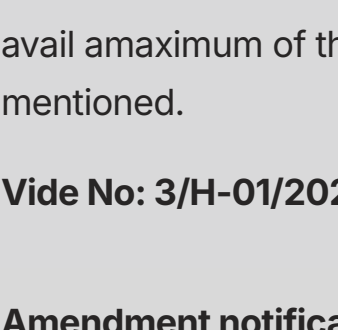
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As per the Notification, The Bihar Shops and Establishments (Regulation of Employment and Conditions of Service) Act 2025. A Act to amend and consolidate the laws relating to regulation of employment and other conditions of service of workers employed in shops and establishments and for matters connected therewith or incidental thereto.



**Vide No: SLG-01-14/2025/S089 by Sev-Viharva dated on 12/08/2025**

## Press release on CPI Numbers for Rural and Urban and combined for the month of July 2025

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As per the Notification regards Press release of Press release of Consumer Price Index numbers on base 2012=100 for Rural, Urban and combined for the month of July 2025 from Government of India Ministry of Statistics and Programme Implementation National Statistics Office.

**Vide No: 21 Shrivana, Saka 1947 dated on 12/08/2025**

## Draft notification of the Kerala Factories (Amendment) Rules, 2025

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As per the Notification, These rules may be called the Kerala Factories (Amendment) Rules, 2025.The rules further to amend the Kerala Factories Rules, 1957 which the Government of Kerala propose to make in exercise of the powers conferred under section 112 of the Factories Act, 1948 (Central Act 63 of 1948) is hereby published for general information



**Vide No: No.82/154/2024/LBR. Dated on 31/07/2025**

## Circular on Simplification of death claims-non-requirement of guardianship certificate for settlements to bank accounts of minor children in EPF

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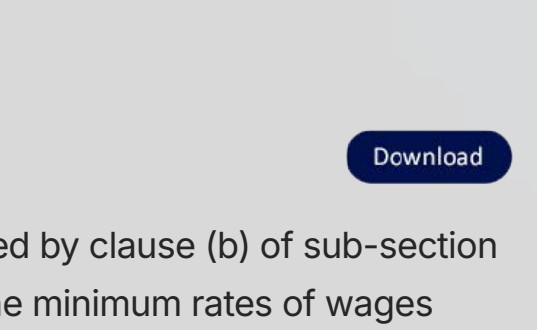
As per the Notification regards with a view to simplify the process and also to ensure speedy settlement to the minor children, it is hereby directed that no separate Guardianship Certificate be insisted if the settlements are being credited to the Bank Accounts of the minor children. Accordingly the claimants be suitably guided to open individual bank accounts in the mane of the minor children for crediting the settlement proceeds as well as pension due to them.

**Vide No: WSU/Death Claims/E-1115891/2025-26/25 dated on 13/08/2025.**

## Circular on Seeding/Correcting Aadhaar in UAN in EPF

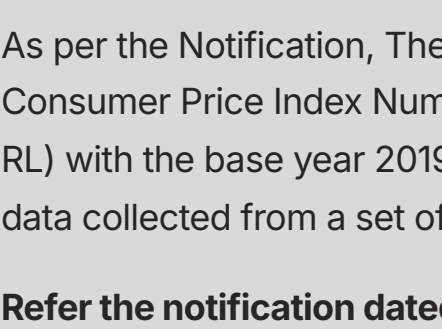
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As per the Notification, Notification regards the Seeding of Aadhaar as KYC for UAN has been initially instituted with an aim to provide services directly to the beneficiaries without intermediation of the employer.this has resulted in seamless service delivery and has greatly reduced the turnaround time of availing the benefits by the members. A fairly simplified process was instituted whereby members themselves can modify their profile if their Aadhaar has been seeded and got verified from UIDAI with only cases of members who are yet to seed/verify their Aadhaar getting routed to the employer or EPFO for approval.



**Vide No: WSU/Death Claims/E-1115891/2025-26/25 dated on 13/08/2025.**

## Exemption notification on opening the Shops and Establishments 24X7 on all days in Puducherry

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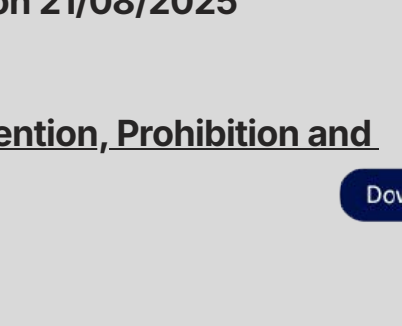
As per the Notification regards Shall be published in the next issue of the official gazette of the government of Puducherry every employee shall be given one day holiday in a week on rotational basis. The wage including the overtime wages of the employees shall be credited their respective savings bank account.

**Vide No: GO.Ms.No10 dated on 14.08.2025**

## Notification regarding Third Party Certification Scheme under Puducherry S&E Act, 1964

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As per the Notification, Third party certification means certification given by third party inspector on the implementation of the various labor laws the compliance inspection carried out as per the standards laid down the act compliance pointed out in the Audit report shall be monitored at the level of commissioner.



**Vide No: GO.Ms.No10 dated on 14.08.2025**

## Draft notification of the Code on Social Security (Gujarat) (Amendment) Rules, 2025

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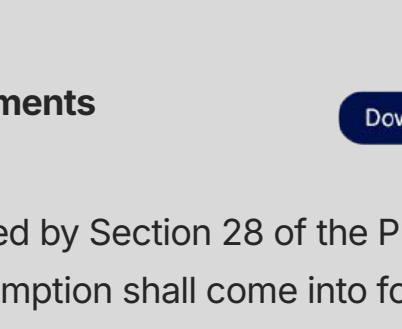
As per the Notification regards The employer shall deposit with the competent authority a sum of Fifteen thousand rupees or the higher amount as prescribed by the Central Government from time to time, within Forty Eight hours of such incident towards funeral expenses of such funeral of the deceased employee to the eldest surviving dependents of the employee who met with fatal /injury employee resulted in death excluding the transportation charges of the body

**Vide No: GR/2025/116/PGA/17/2021/24659/M3 dated 05.08.2025**

## Notification regarding declaration of List of Holidays FY 2026

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As per the Notification, Bihar Government notify that year 2026, ther will be a general holiday in all the offices under the State Government and all the State Magistrate Courts on the Festivals/Occasions mentioned in the notice. In addition to the general holidays mentioned in Schedule-1, in the year 2026, the State Government employees will be able to avail maximum of three holidays in the entire year from the list of Restricted holidays mentioned.



**Vide No: 3/H-01/2025-SA 15401 dated on 19/08/2025**

## Amendment notification under the Chhattisgarh Factories Rules, 1962

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As per the Notification regards In exercise of the powers conferred by Section 112 of the Factories Act, 1948 (No. 63 of 1948), the State Government, hereby, makes the following further amendment in the Chhattisgarh Factories Rules, 1962.In rule 5, for the figures and word "10 years", the figures and word "15 years" shall be substituted.

**Vide No: Rule -5/39/2025-LABOUR dated on 19/08/2025**

## Notification regarding Acceptance of Alternate Documents for Identification of ESI beneficiaries

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As per the Notification, the use of Aadhaar number to establish identity enables individuals to receive subsidies, benefits and services in a convenient and seamless manner, obviates the need for multiplicity of documents to establish identity, simplifies processes and promotes transparency and efficiency.



**Vide No: S.O. 3792. (E) dated on 19/08/2025**

## Draft Notification regarding the revision and fixing of the minimum wage of workers in the plantation sector in kerala

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As per the Notification regards, In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948, hereby revise the minimum rates of wages payable to the workers employed in Plantation Sector in the State of Kerala, as specified in the Schedule annexed hereto and fix the date of publication of this notification in the Official Gazette as the date on which the revised rates shall come into force..

**Vide No: Rule -G.O.(P)No. 74/2025/LBR and S. R. O. No. 929/2025 dated on 08/08/2025**

## Notification regarding exemption from registration for shops and establishments employing 0-10 workers under the Rajasthan Shops and Establishments Rules, 1959

[Download](#)

As per the Notification, the Rajasthan Shops and Establishments Act, 1958 (Act 31 of 1958), the State Government hereby exempts from registration under the Act to those establishments which employ 0 to 10 workers under section 4 of this Act and rule 3 of the Rajasthan Shops and Establishments Rules 1959.



**Vide No: No. F. (1) (3) dated on 20/08/2025**

## Notice on One time relaxation for allowing creation of backdated contracts on NATS 2.0 Portal

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As per the Notification regards, In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948, hereby revise the minimum rates of wages payable to the workers employed in Plantation Sector in the State of Kerala, as specified in the Schedule annexed hereto and fix the date of publication of this notification in the Official Gazette as the date on which the revised rates shall come into force..

**Vide No: Rule -G.O.(P)No. 74/2025/LBR and S. R. O. No. 929/2025 dated on 08/08/2025**

## Press release on CPI Numbers for Agricultural and Rural Labourers for the month of July 2025

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As per the Notification, The Labour Bureau, Ministry of Labour & Employment, releases Consumer Price Index Numbers for Agricultural Labourers and Rural Labourers (CPI – AL & RL) with the base year 2019=100 for the month of July 2025. These indices are based on data collected from a set of 787 sample villages across 34 States/UTs.



**Refer the notification dated on 20/08/2025**

## Notification regarding revision of VDA in Minimum wages for Engineering Industry in Uttar Pradesh

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As per the Notification regards, There is a provision to adjust dearness allowance on the average of all India Consumer Price Index from 01 February to July to December of the previous year and on the average of all India Consumer Price Index from 01 August to January to June of the same year.

**Vide No: Rule -4/2016/873/Chhattis-1-2028-54995T/8 dated on 21/08/2025**

## Office order regarding implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

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As per the Notification, it is hence responsibility of the Labour Department to ensure that Internal Compliant Committee is constituted by every employer of a workplace and if no such Committee has been constituted to take steps under the provisions of the POSH Act.it is necessary to have the aforesaid data and to take steps wherever there has been no such constitution of the committee.



**Vide No: No : 50/6/30/2023-24 dated on 21/08/2025**

## Circular on Forwarding of Notification for accepting alternate documents for identification of ESI beneficiaries

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As per the Notification regards, There is a provision to adjust dearness allowance on the average of all India Consumer Price Index from 01 February to July to December of the previous year and on the average of all India Consumer Price Index from 01 August to January to June of the same year.

**Vide No: Rule -S.O. 3792[E dated on 19/08/2025**

## Circular regarding CPI Numbers for the months Jan 2025 to Jun 2025 in Rajasthan

[Download](#)

As per the Notification, it is hence responsibility of the Labour Department to ensure that Internal Compliant Committee is constituted by every employer of a workplace and if no such Committee has been constituted to take steps under the provisions of the POSH Act.it is necessary to have the aforesaid data and to take steps wherever there has been no such constitution of the committee.



**Vide No: No : One 7 (CPI Ajmer Jaipur/Part-111/2004/) dated on 07/08/2025**

## Exemption notification to open the shops 24x7 Operations for Shops and Commercial Establishments

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As per the Notification, regards In exercise of the powers conferred by Section 28 of the Punjab Shops and Commercial Establishment Act, 1958, The order of exemption shall come into force from the date of its publication in official Gazette and shall remain in operation from the date of its publication in official Gazette unless it is revoked.

**Vide No: Rule -12/2/149-HI(2)2025/12994 dated on 14/08/2025**



# ESIC NOTIFIED DISTRICTS

[Click here](#) to refer the State wise list of notified & non-notified districts under ESIC as on 01.04.2025

Below are the notified districts with effect from 01.05.2025

**Notification regarding Implementation of ESI Scheme in 8 Districts of Nagaland**

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Districts in the State of Nagaland - Dimapur, Kohima, Mokokchung, Chumukedima, Niuland, Tseminyu, Wokha and Zunheboto

**Notification on Coverage of ESI Scheme in entire area of 6 Districts of Bihar**

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Districts in the State of Bihar - Araria, Saharsa, Aurangabad, Banka, East Champaran and Gopalganj

**Notification on Coverage of ESI Scheme in entire area of 2 Districts of Maharashtra**

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Districts in the State of Maharashtra - Hingoli and Nandurbar

**Notification on Coverage of ESI Scheme in entire area of the Boudh district of Odisha;**

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Districts in the State of Odisha - Boudh

# Compliance Update on Minimum Wages

**The Kerala Minimum Wages Notification - Aug 2025**

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The Government of Kerala has issued Notification regarding revision of minimum wages for various scheduled employment June 2025.

**[Click here](#) to refer the *Minimum Wages table for the month of -2025***



# COMPLIANCE

**Monthly compliance checklist are the best practices to stay on top of HR compliance throughout the month**

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## **UNION BUDGET 2025**

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## Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

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