



# TalEzine - OCTOBER 2025

## MONTHLY JOURNAL



**Notification of the Factories (Jharkhand Amendment) Act, 2025**

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As per the Notification, regards An Act to allow female workers to work even between the hour of 7.00 p.m. and 6.00 a.m., to amend Factories Act, 1948 in its application to the State of Jharkhand. It shall come into force from the date of publication in the Official Gazette

**Vide No: NO : -L.G.-01/2025-35/Leg dated on 25/08/2025**

**Notification regarding extending the medical benefits to the family of IPS in all the areas of Banda district of Uttar Pradesh**

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As per the Notification, regards In pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948 (34 of 1948), read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed the 1st August, 2025 as the date from, which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in all the areas of Banda district of Uttar Pradesh.



**Vide No: F. No. N-17011/1/UP/2025-P&D dated on 20/08/2025**

**Press release on CPI Numbers for Industrial Workers for the month of July 2025**

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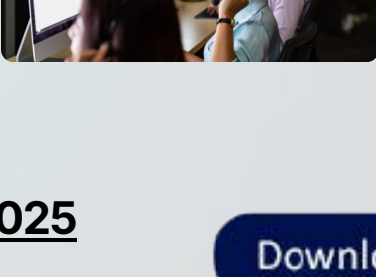
As per the Notification, Notification regards The Consumer Price Index for Industrial Workers (CPI-IW) on base 2016=100 was notified by The Labour Bureau, an attached office of the Ministry of Labour & Employment, Government of India, in late 2020 to replace the previous 2001=100 series. This new series, effective from September 2020, incorporates a revised basket of 463 items and a shift in weighting towards housing, clothing, and miscellaneous items like education and health.

**Vide No :No. 13-Leg./2025 dated on 28/08/2025**

**Notification regarding the Display of Bengali Language on Top of All Signage's in KMC, West Bengal**

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As per the Notification, regards it is hereby re-iterated that all such signages must have Bengali displayed at the top in a prominent size in addition to other language, in the public interest.This is issued with the approval of Hon'ble MMIC and Hon'ble Mayor



**Vide No: No : 16 of 2024 - 2025 dated 30/08/2025**

**ESIC announces the kick-starting of outreach activities for Amnesty Scheme 2025**

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As per the Notification, The Amnesty Scheme 2025 is a one-time dispute resolution initiative aimed at reducing the backlog of court cases and promoting compliance under the ESI Act.

Settlement of ad-hoc assessments by paying actual contributions and interest—no damages.

**Refer the notification dated 01/09/2025**

**Notification to include the employment in Paint Manufacturing Industries to Part I of the schedule to the Minimum Wages Act, 1948**

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As per the Notification, the powers conferred by section 27 of the said Act, the Government of Kerala hereby declare their intention to add the employment in 'Paint Manufacturing Industries' to Part-I of the schedule to the said Act.



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

**The Chandigarh Minimum Wages Notification (Apr 2025)**

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As per the Notification, regards the per point neutralization in minimum rates of wages for monthly rated employees under the Minimum Wages Act is Rs.7/- thus minimum rates of wages for each category of employees have been increased by Rs.252/- pm. on the increase of 36 points.

**Vide No: ST/(CPI)/2025-26/3376 dated on 03/09/2025**

**Notification to include the Employment in Warehouses Godowns and Container Freight Stations to Part I of the Schedule to the Minimum Wages Act, 1948**

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As per the Notification, regards minimum rates of wages has not been fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the employment in 'Warehouses, God owns and Container Freight Stations' in the State. 2. in exercise of the powers conferred by section 27 of the said Act, the Government of Kerala hereby declare their intention to add the Employment in 'Warehouses, God owns and Container Freight Stations' to Part-I of the schedule.



**Vide No: LBRD-E1/15/2024-LBRD dated on 30/08/2025**

**Ministry of Labour & Employment Cautions Citizens against Fake PMVBRY Portals**

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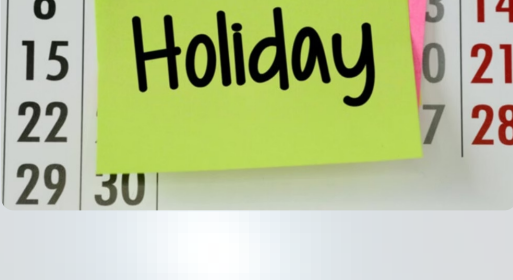
As per the Notification, The Ministry denies any association with these websites or their activities. Citizens are advised not to share any personal information, engage with, or make any payments through such portals. The Ministry of Labour & Employment advises all citizens, employers, and stakeholders to remain vigilant against fraudulent websites and false recruitment claims.

**Refer the notification dated 03/09/2025**

**Office order regarding Declaration of Local Holiday for Banks and Financial Institutions in East Khasi Hills District on the account of “Unitarian Anniversary Day” on 18th September, 2025**

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As per the Notification, The Governor of Meghalaya is pleased to declare the 18" September, 2025 as holiday for all Banks and Financial Institutions under Section 2S of the Negotiable Instruments Act, 1881 on account of-UNITARIAN ANNIVERSARY DAY in the East Khasi lills District.



**Vide No: No.GM 94/86/ Pt/304 dated 08/09/2025**

**Notification under Apprentice Act, 1961**

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As per the Notification the Ministry of Labour, Directorate General of Employment and Training; published in the Gazette of India, Extraordinary Part II, section 3, sub-section (i) vide number G.S.R. 479(E) dated the 30th June, 1999, except as respects things done or omitted to be done before such supersession, the Central Government.

**Vide No:S.O. 4072€ dated on 03/09/2025**

**Notification regarding seeking suggestions objections from the stakeholders for Child and Adolescent Labour (Prohibition and Regulation) Chandigarh Rules, 2025**

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As per the Notification, regardsThe Child and Adolescent Labour (Prohibition and Regulation) Chandigarh Rules, 2025 outline definitions, enforcement, and measures for raising public awareness to prevent illegal employment of children and adolescents. The rules mandate campaigns, reporting mechanisms, and information displays in public places to ensure compliance with the Act.



**Vide No: No. 1081 dated 08/09/2025**

**Scope of Social Security to Expand with SPREE-2025 and AMNESTY Scheme**

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As per the Notification, regards ESIC has launched SPREE-2025 to promote voluntary registration without old dues and AMNESTY Scheme-2025 to resolve pending ESI disputes. These initiatives aim to expand social security coverage and simplify compliance for industries.

**Refer the notification dated 09/09/2025**

**Notification regarding Revision of the Base Year of the Consumer Price Index for Lakshadweep**

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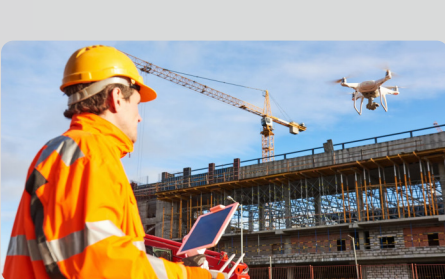
As per the Notification, The base year of the Consumer Price Index (CPI) for Lakshadweep has been revised with effect from May 1, 2025, to better reflect current consumption patterns and price movements. This change aims to enhance the accuracy and relevance of inflation tracking and economic analysis in the region.



**Vide No: No.60/01/2022-PS&T dated 30/05/2025**

**MOSPI Invites Feedback on Draft National Industrial Classification (NIC) – 2025**

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As per the Notification, regards he Ministry of Statistics and Programme Implementation (MOSPI) has released the draft National Industrial Classification (NIC)-2025, aligning it with ISIC Revision 5 to reflect emerging sectors like fintech, renewable energy, and the digital economy. Stakeholders are invited to submit comments by 20 September 2025 to ensure the classification is relevant, clear, and comprehensive.

**Refer the notification dated 10/09/2025**

**Draft notification of the Karnataka Shops and Commercial Establishments (Amendment) Rules, 2025**

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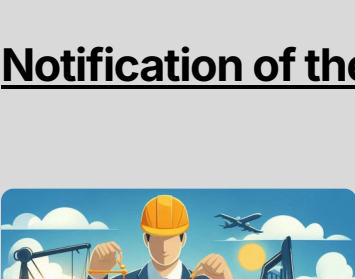
As per the Notification, regards the Karnataka Government has proposed amendments to the Shops and Commercial Establishments Rules, 1963, exempting establishments with fewer than ten employees from compliance under Rule 24. Public objections or suggestions can be submitted within 30 days from the draft's publication in the Official Gazette.



**Vide No: NO. LD 158 LET 2025 dated 10/09/2025**

**Notification of the Apprenticeship (Amendment) Rules, 2025**

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As per the Notification, regards the Apprenticeship (Amendment) Rules, 2025 introduce new definitions, reservation provisions for persons with disabilities, and set eligibility, training, and engagement norms for apprentices, including limits on apprenticeship duration and gaps between trainings. They also mandate employer quotas for apprentices and clarify stipend funding by the Central Government.

**Vide No: MSDE-1/3/2024-AT, Dated 11/09/2025**

**Notification of the Kerala Beedi and Cigar Workers (Conditions of Employment) Amendment Rules, 2025**

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As per the Notification, regards The Government of Kerala has revised the fees for granting or renewing licenses under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966, increasing the rates by 15%. The amended fee structure differentiates between industrial premises using power-driven machinery and those that do not, with fees scaled according to the number of employees. The new fees take effect immediately.



**Vide No: No. 1045/2025, Dated 26/08/2025**

**Notification of the Karnataka Platform Based Gig Workers (Social Security and Welfare) Act, 2025**

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As per the Notification regards The Kerala Coir Workers' Welfare Fund (Amendment) Bill, 2025 updates the Act by replacing imprisonment with monetary penalties and introducing designated officers to impose and compound fines. It also includes provisions for appeals, penalty recovery, and aligns with central laws for better enforcement and ease of doing business.

**Vide No: No.KLS/7660/2025-Legin1 dated 13/09/2025**

**Amendment notification under Andhra Pradesh Factories Rules, 1950**

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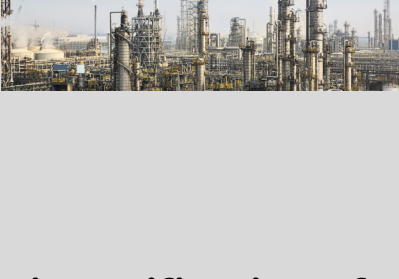
As per the Notification,The Andhra Pradesh government has officially amended Rule 95 of the Andhra Pradesh Factories Rules, 1950, under the Factories Act, 1948. This amendment was notified on September 13, 2025, aiming to update factory regulations.



**Vide No: G.O.Ms.No.19 dated 12/09/2025**

**Notification of the Punjab Shops and Commercial Establishments (Amendment) Act, 2025**

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As per the Notification regards, regards further to amend the Punjab Shops and Commercial Establishments Act, 1958. , the employer of every establishment employing twenty or more workers shall, within a period of six months from the date of commencement of his business, apply for registration and obtain registration certificate.

**Vide No: No. 13-Leg./2025 dated on 28/08/2025**

**Bill Notification of the Kerala Coir Workers Welfare Fund (Amendment) Act, 2025**

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As per the Notification, The Kerala Coir Workers' Welfare Fund (Amendment) Bill, 2025 updates the Act by replacing imprisonment with monetary penalties and introducing designated officers to impose and compound fines. It also includes provisions for appeals, penalty recovery, and aligns with central laws for better enforcement and ease of doing business.



**Vide No. No.KLS/7660/2025-Legin1 dated 13/09/2025**

# 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 Chandigarh Minimum Wages Notification - Apr 2025

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The Government of Chandigarh has issued Notification regarding revision of minimum wages for various scheduled employment April 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**

***Click here to know the deadlines of OCT 2025.***





## **UNION BUDGET 2025**

***[Click here to know key highlights of Income Tax Regime](#)***

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## Sources:

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

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## CONTACT US

TalentPro India HR Private Limited

Chennai (Corporate Office) No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai, 600008.

Mobile: +91 8891091451/8147419385/7358105178

Tel: +91 4442123497 Toll free: 18001035642

Email: [south.sales@talentproindia.com](mailto:south.sales@talentproindia.com)