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MONTHLY JOURNAL

Notification regarding CPI numbers for the Industrial workers for the period July 2024 to June 2025(Hindi Version)

Notification

As per the Notification, the Rajasthan Labour Department has announced that the revised CPI numbers for Industrial workers, based on Jaipur, Kota, and Bhilwara centres, for the period July 2024 to June 2025, stands at 1,000. This index will be used to calculate Dearness Allowance (DA) for workers in scheduled employments.

Title No. 1 Dt. 4.8.2025 Rajasthan Gazette Part-4(Raj)/7(5)(98), dated on 04/08/2025

Notification regarding the implementation of POSH Act, 2013 in Private Institutions (Coaching and Survey Directions) (Gujarati Version)

Notification

As per the Notification, All Institutions, Societies, and the Central Government must ensure the constitution or reconstitution of Local and Internal Complaints Committees under the 2013 Act by January 2, 2026 and submit compliance reports by January 15, 2026.

Vide No. F. No. A.2.L.E.C.C.2025/2030 EBR , dated on 21/08/2025

Draft notification of the Occupational Safety, Health and Working Conditions (Labyashaswi) Rules, 2025

Notification

As per the Notification, The Occupational Safety, Health and Working Conditions (Labyashaswi) Rules, 2025 mandates registration of establishments as the Shram Suvidha Portal, with provisions for application, renewal, updating, and cancellation of registration. It requires employers to maintain records, accuracy of information, display of the registration certificate, and inform changes.

Vide No. F.NO.DGS/DG/2024-LEET, dated on 16/08/2025

Circular on Simplification of Transfer Certificates in Transport Corporations to Announce K name made available in Member Portal

Notification

As per the Notification, the Transfer Certificate in Annexure K, now available on the Member Portal, simplifies the process for transport corporations. It allows employees to generate details, if transfer orders are published upon their certification in Annexure-K or their last form in Annexure-J.

Vide No. No - WS/Transcorporation/PR-1902/WS/2025-26/3, dated on 14/08/2025

All key services and access to President Fund details to be available through a single login: Dr. Manoharl Mandaviya announces key reforms

Notification

As per the Notification, Applications against EPFO has introduced a single login system for access to all services, including President Fund details, pension calculations, and claim tracking for transfer of expenses. Incoming transfers have been reduced to speed up claim processing and improve service delivery.

Refer the notification dated 18/08/2025

Employees in SPREE 2025 for Social Security Coverage

Notification

As per the Notification, SIC has approved a proposal to provide assurance and registration under the ESI Scheme, emphasizing mandatory coverage for establishments with 10 or more employees, aligning with the Code on Social Security, 2020, and calling for voluntary registration from establishments with fewer than 10 employees.

Refer the notification dated 18/08/2025

Notification of the Karnataka Tax on Professions, Trades, Callings and Employments (Amendment) Rules, 2025

Notification

As per the Notification, The Government of Karnataka has amended Rule 3 of the Karnataka Tax on Professions Rules, 1976, to update methods for serving official communications under the Act. Notices can now be sent via email, deposited in public places, or published in newspaper publication, ensuring wider and more efficient dissemination.

Vide No. RD 100 MUN 2025

Press release on All-India CPI Numbers for Agricultural and Rural Labourers for the month of August 2025

Notification

As per the Notification, August is August 2025, the All-India Consumer Price Index for Agricultural Labourers (base 1986-87) rose to 1,300 points, the highest ever, allowing year-on-year inflation calculations. In 2025, Food inflation decreased slightly, while overall year-on-year increases in prices across states.

Vide No. Press Notification dated 18/08/2025

Circular on Part Payment of PF Final Settlements

Notification

As per the Notification, Members advised not to report stock exchange violations of certificates by mistake or complaints against the broker. Instead, they should report the violations to the stock exchange or file complaints against brokers for fund payments as per the above procedure to avoid penalties and ensure smooth dispute resolution.

Vide No. WS/Pf/Corporation/Pmy/2025-1970/PM dated on 18/08/2025

Draft notification of the Industrial Relations (Labyashaswi) Rules, 2025

Notification

As per the Notification, The Industrial Relations (Labyashaswi) Rules, 2025 constituting the Committee and Tribunal, lays down procedures for the conciliation, categories, groups and class of workers engaged, and in the sections, shops or departments of the establishment, procedure for conciliation, and procedure for adjudication by the Tribunal.

Vide No. F.No.DGS/DG/2024-LEET dated on 16/08/2025

Ministry of Labour & Employment signs MoU with Zaetis in presence of Union Minister Dr. Mansukh Mandaviya

Notification

As per the Notification, A Memorandum of Understanding (MoU) was signed between Ministry of Labour & Employment and Zaetis for enhancing employment opportunities as well as skill development in the animal health sector. The MoU was signed in the presence of Union Minister for Labour & Employment Shri Mansukh Lal Mandaviya and Vikas Vaibhav Mandaliya in New Delhi.

Vide No. Press Release dated 18/08/2025

Circular regarding SPREE Mobile App to Capture the Data of Employers during the visits in SPREE portal to all offices who are visited by establishments to promote SPREE 2025

Notification

As per the Notification, regards SPREE Mobile App to Capture the Data of Employers during the visits in SPREE portal to all offices who are visited by establishments to promote SPREE 2025

Vide No. F. No. W-15/Misc/Misc/2025-26 Hirawadi dated on 21/08/2025

Draft Plantation Workers Rules, 202 ... under Sections 23 and 24 of the Occupational Safety, Health, and Working Conditions Code, 2020

Notification

As per the Notification, regards The Central Government has released draft rules under Sections 23 and 24 of the Occupational Safety, Health and Working Conditions Code, 2020, seeking public feedback on plantation workers' safety, health, and working conditions. Feedback must be submitted within 30 days from the publication of Labour and Employment gazette.

Refer the notification dated 22/08/2025

Draft Dock Workers Rules, 202 ... under Sections 23 and 24 of the Occupational Safety, Health, and Working Conditions Code, 2020

Notification

As per the Notification, regards The Central Government has released draft rules under Sections 23 and 24 of the Occupational Safety, Health and Working Conditions Code, 2020, seeking public feedback on safety, health, and working conditions for dock workers. Feedback must be submitted within 30 days from the publication of Labour and Employment gazette.

Refer the notification dated 22/08/2025

Draft Mines Workers Rules, 202 ... under Sections 23 and 24 of the Occupational Safety, Health, and Working Conditions Code, 2020

Notification

As per the Notification, regards The Central Government has released draft rules under Sections 23 and 24 of the Occupational Safety, Health and Working Conditions Code, 2020, seeking public feedback on safety, health, and working conditions for mine workers. Feedback must be submitted within 30 days from the publication of Labour and Employment gazette.

Refer the notification dated 22/08/2025

Draft Beed and Cinder Workers Rules, 202 ... under Sections 23 and 24 of the Occupational Safety, Health, and Working Conditions Code, 2020

Notification

As per the Notification, regards The Central Government has released draft rules under Sections 23 and 24 of the Occupational Safety, Health and Working Conditions Code, 2020, seeking public feedback on safety, health, and working conditions for beed and cinder workers. Feedback should be submitted in the prescribed format by the Director General of Factory Advice Service and Labour Institutes.

Refer the notification dated 22/08/2025

Notification regarding Granting exemption to all shops and establishments employing up to 10 employees from the applicability of provisions of the Telangana Shops and Establishments Act, 1988

Notification

As per the Notification, Government has exempted shops and establishments with up to 10 employees from most provisions of the Telangana Shops and Establishments Act, 1988. However, key provisions like registration, working hours, leave, and wages remain applicable.

Vide No. G.O.Ms. 383 dated on 22/08/2025

Preliminary Notification on Certain amendments to various Schedules under Rule 50 of the Telangana Factories Rules, 1950 for the benefit of contract employment in women workers in deserving operations with certain safeguards

Notification

As per the Notification regards The Telangana Government issued a draft notification under Rule 50 of the Telangana Factories Rules, 1950, allowing women (excluding pregnant and lactating women) to be employed in certain deserving operations with specified safeguards. Feedback is invited within 30 days from the date of publication in The Telangana Gazette.

Vide No. G.O.Ms. 384 dated on 22/08/2025

Notification regarding Consumer Price Index Numbers for the Industrial workers in Haryana

Notification

As per the Notification, The Consumer Price Index (CPI) for Industrial Workers in Haryana for the period July 2024 to June 2025 has been published, with the base year 1986-87 = 1,000. The Labour Commissioner has notified the revised CPI, which is crucial for the cost of living for the working class.

Vide No. 20-2025 dated on 22/08/2025

Draft Notification of the Karnataka Cine and Cultural Activists (Welfare) Rules, 2025

Notification

As per the Notification, The Karnataka government has published draft rules for the Cine and Cultural Activists Welfare Board, including eligibility, registration, benefits, and grievance redressal. These rules define artists, manage applications, treating procedures, and sponsor welfare schemes.

Vide No. RL 527 dated on 22/08/2025

Notification under Maharashtra Labour Welfare Fund Rules, 1953

As per the Notification, The Government of Maharashtra, under the Maharashtra Labour Welfare Fund Act, 1953, has notified the contribution for Maharashtra Labour Welfare Board for a 2014 calendar, which was last superseded in 2018. Until the Board is re-formed, the Commissioner of Labour will act as the Board, with employers required to pay contributions for employees from the last month.

Vide No. WSH. 1052/C. R. 1953 dated on 22/08/2025

Notification regarding constitution of the workers category under Minimum wages Act

Notification

As per the Notification, Workers are classified based on skill and responsibility, with unskilled, semi-skilled, skilled, and highly skilled categories. The Minimum Wages Act, 1948, ensures fair wages, with specific classifications (Unskilled, Semi-skilled, Skilled, Highly Skilled) and wage rates for different categories.

Vide No. 1/2/2025-Minimum Wages dated on 22/08/2025

Notification regarding the minimum wages of Guard/Watchmen/Lalgadi of workers shall be fixed equal to Skilled Worker Rs.10,000/- (Ten thousand only) (Hindi Version)

Notification

As per the Notification, The Minister of Bihar has fixed the minimum wages for Supervisors and Clerical workers under the Minimum Wages Act, effective from October 1, 2025, raised from Rs. 9,000 to Rs. 10,000 per month.

Vide No. 10, 10/2 dated on 22/08/2025

The Bihar Minimum Wages Notification (Oct 2025)

Notification

As per the Notification, The Governor of Bihar has introduced a formula for harmonic mean (Dearness Allowance) to place minimum wages for scheduled employment categories.

Vide No. 12, 10/6, Dated on 24/09/2025

Notification regarding formula for VDA Calculation under minimum wages Act

Notification

As per the Notification, The Governor of Bihar, under the Minimum Wages Act, has introduced a formula for Variable Dearness Allowance (VDA) linked to the All-India Consumer Price Index (Industrial Workers) to ensure wages keep pace with inflation. The formula, effective from October 1, 2025, with VDA calculated every six months, aims to protect workers' purchasing power.

Vide No. 11, 10/6, Dated on 24/09/2025

Ministry of Labour & Employment signs MOU with Zaetis in presence of Union Minister, Dr. Mansukh Mandaviya

Notification

As per the Notification, The Governor of Bihar, under the Minimum Wages Act, has notified a revised Variable Dearness Allowance (VDA) formula linked to the All-India Consumer Price Index to adjust minimum wages for scheduled employments from October 1, 2025, with revisions every six months to protect workers' purchasing power.

Vide No. 13, 10/6, Dated on 24/09/2025

Notification of the Goa Factories (Amendment) Rules, 2025

Notification

As per the Notification, The Government of Goa has revised the Factories Rules (Amendment) to allow employment of women in accordance to the All-India Consumer Price Index (from 422.00 to 452.0). The revised VDA rates per day are Unskilled Rs. 7.60, Semi-skilled Rs. 8.00, Skilled Rs. 8.40, and Highly Skilled Rs. 8.80.

Vide No. File No.LDR/1/2025-1/ Extend on 25/08/2025

Amended notification under Factories Act and Establishments (Regulation of Employment and Condition of Service) Rules, 2021

Notification

As per the Notification, The Government of Chhattisgarh, under Labour Department, has amended Rule 23 of the Chhattisgarh Shops and Establishments Act, 2011, has issued a notification to amend the provisions of Section 23 of the government employees and workers in shops and establishments across the state.

Vide No. F-3/2/2025-Labour dated on 25/08/2025

Circular regarding SPREE Mobile App to Capture the Data of Employers during the visits in SPREE portal to all offices who are visited by establishments to promote SPREE 2025

Notification

As per the Notification, The ESI Corporation has launched the SPREE 2025 Mobile App to capture employer data during visits to promote the SPREE enrollment campaign. Field officers are instructed to use the app and log visit details, with guidance provided in the attached circular.

Vide No. File No. F. 17/3/Ignoup/Hd/2025/Hrd dated on 21/08/2025

The Uttar Pradesh Minimum Wages Notification (2025)

Notification

As per the Notification, Govt. Tx scheduled employments in Kerala, the Variable Dearness Allowance (VDA) Monthly, daily, and hourly wages are adjusted as their earnings vary between different employments, ensuring fair compensation.

Vide No. LC/LLC. WPM 10/2025-PR Notification WPM-Amend/2025/WPM Dated on 20/08/2025

The Kerala Minimum Wages (Of Notification Lists (2025)

Notification

As per the Notification, The Kerala Department of Economics & Statistics released the revised Consumer Price Index for Agricultural Labourers and Industrial Workers for July 2025. These indices help determine cost of living adjustments under the Minimum Wages Act.

Vide No. File No. ED/-1/2025/Cpi-Cpi Dated on 20/08/2025

Circular regarding Launch of the revamped Electronic Challan-cum-Return (ECR) from April-September 2025 onwards

Notification

As per the Notification, EPFO has launched a revamped Electronic Challan-cum-Return (ECR) system for April-September 2025 onwards, enhancing data accuracy and ease of filing. The new ECR supports multi-month filing, automatic calculation of interest/penalties, and features for regular, supplementary, and revision returns.

Vide No. File No. EO/Pf/Pmy/2025-PR Revised ECR/Pmy/2025/1970 Dated on 20/08/2025

Notification of the Kerala Factories (Amendment) Rules, 2025

Notification

As per the Notification, The Kerala Department of Economics & Statistics released the revised Consumer Price Index for Agricultural Labourers and Industrial Workers for July 2025. These indices help determine cost of living adjustments under the Minimum Wages Act.

Vide No. File No. ED/-1/2025/Cpi-Cpi Dated on 20/08/2025

Notification of the Kerala Cat's Workers Welfare Fund (Amendment) Rules, 2025

Notification

As per the Notification regards, The Labour Commission's Tribunal has approved the Kerala Cat's Workers Welfare Board's 2025-26 budget, with minor wording and formatting changes. Expenditure is capped at Rs. 1.78 lakh, and 1.75 lakh has been contributed so far, based on 28 workers, ensuring transparent and efficient management of the welfare fund.

Vide No. File No. ED/-1/2025/Cpi-Cpi Dated on 20/08/2025

Notification regarding provides exemption of central and Working hours for adult under Factories Act, 1948 in Karnataka (KGS-2024)

Notification

As per the Notification, The Haryana Labour Department released the amendments under Sections 50 and 65 of the Factories Act, 1948 to provided relief through self-certification for minor compliances, streamlined inspections, and transparent inspection directions (immediate to support ease of doing business (Hindi).

Vide No. Kerala Rs. 5/90/2025. dt.dat dated 18/08/2025

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

Notification

As per the Notification regards, The Ministry of Labour and Employment has released the Consumer Price Index for Industrial Workers (base 2016 = 100) for the Indian Labour Bureau in the case of the industrial workers across the country.

Vide No. File No. W/-37/2011-CPI Dated on 20/08/2025

Guidance notification of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017

Notification

As per the Notification, The Maharashtra Ordinance No. VIII of 2025 amends the Shops and Establishments Act, 2017, to simplify compliance for small businesses. It allows self-certification for minor compliances and exemptions for employers with fewer than 10 employees, ensures continuous work hours from 6 to 12 hours with overtime limits, and introduces a single-window system for registrations.

Vide No. MAHAL. 2018/2018/CR 1040 dated on 20/08/2025

ESIC Issues Draft Guidelines for the new Amnesty Scheme 2025 for Settlement of Court Cases and Withdrawal of Prosecution Cases

Notification

As per the Notification regards, ESIC launched the Amnesty Scheme 2025 (Oct 2025-Sept 2026) to settle court cases and withdraw prosecutions. The scheme offers waivers on interest and damages for employers, helping comply with EPF/ESI contributions, avoiding penalties, and promoting compliance and ease of doing business.

Refer the notification dated 07/08/2025

Notification of the Goa Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025

Notification

As per the Notification, The Goa Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2025 regulates employment in shops and establishments, ensuring fair wages, working hours, leave, and safety standards, and sets up a tribunal to resolve fair labor practices, regulate working conditions, and protect both employers' and employees' rights.

Vide No. File No. ED/-1/2025/Cpi-Cpi Dated on 07/08/2025

Circular regarding effective implementation of Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017

Notification

As per the Notification, The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 will be strictly implemented to ensure that all establishments comply with key provisions, including fair wages, working hours, leave, and safety standards, to prevent a continuous 24-hour work cycle.

Vide No. MAHAL. 2018/2018/CR 1040 dated on 20/08/2025

Notification of the Maharashtra Factories Repeal Amendment Rules, 2025

Notification

As per the Notification, The Maharashtra Government has repealed the Factories Rules, 1963 to introduce digital submissions of forms, strengthen safety norms—including mandatory safety officers and inspections—and promote annual medical checkups for employees aged 45 years or older.

Vide MH No. MAHAL. 2200/2021/77, Dated on 05/08/2025

Notification of the Child Party Inspection of the Factories

Notification

As per the Notification regards, The Goa State Logistics and Warehousing Industries Scheme, 2025 aims to boost logistics and warehousing in Goa by providing financial incentives for infrastructure, technology, and skill development. The scheme, valid for three years, aims to make Goa a competitive logistics hub through industry-wide recognition, digital single window clearances, and sustainability-focused infrastructure.

Vide No. F.NO.DGS/DG/2024-LEET, dated on 16/08/2025

Notification regarding allowing women workers to be employed up to 12.00 AM in Factories

Notification

As per the Notification, The Lakshadweep Government of Puducherry has restricted the working hours for women employees to 6 AM to 7 PM, except under special circumstances. Women can work beyond 7 PM only with written consent, ensuring their safety and compliance with the law.

Vide No. G.O.Ms.NO.140/Labl/2025, Dated on 08/08/2025

Circular on Provisional Dispute of the revision of Rate DA at the entrance of establishment on the website along with mobile application of establishment

Notification

As per the Notification regards, The EPFO has directed all establishments to promptly display provisional dispute details for revised DA rates at entrances and on mobile apps. This ensures transparency and allows employees to raise minor errors or complaints with their jurisdiction to comply with the directive.

Vide MH No.Compliance/LeP/PS/2022/Advance/EDMA/147Pf,Dated 07/08/2025

Notification of the Industrial Disputes (Tripura Tribes) Amendment Ordinance, 2025

Notification

As per the Notification, The Government of Tripura has issued the Industrial Disputes (Tripura Tribes) Amendment Ordinance, 2025, to temporarily suspend the Industrial Disputes (Tripura Tribes) Act, 2025, for 6 months, allowing tribal workers to form associations and negotiate collectively in place of trade unions, ensuring fair representation and swift grievance redressal.

Vide No. F.14(1)-LL/Misc/2025 dated 07/08/2025

Press release on Ministry of Labour & Employment invites public feedback on Draft National Labour & Employment Policy Stream Based PDF 2025

Notification

As per the Notification regards, The EPFO has directed all establishments to promptly display the revised of Form 5A at their entrance or on their website and mobile application. All Regional and Field Offices must ensure compliance and report any non-compliance to comply with the directive.

Refer the notification dated 07/08/2025

Circular Released on the Policy on Transgender Employees in Government Sector (GoM) - Screen in EPF

Notification

As per the Notification, The EPFO has issued SOPs on the Recognized Electronic Challan-cum-Return (ECR) for April-September 2025 onwards, aligning with the Code on Social Security, 2020. The SOPs ensure accurate filing of contributions by employers and employees, helping to promote compliance awareness.

Vide No. Compliance/LeP/Pmy/2025-PR Revised ECR/Pmy/2025/1970 Dated on 06/08/2025

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 Download

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 Download

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 Download

Districts in the State of Maharashtra - Hingoli and Nandurbar

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

Districts in the State of Odisha - Boudh

Compliance Update on Minimum Wages

Minimum Wages Notification - 2025

The Government of Madhya pradesh has issued Notification regarding revision of minimum wages for various scheduled employment October 2025. Download Download

The Government of Gujarat has issued Notification regarding revision of minimum wages for various scheduled employment October 2025. Download Download

Click here to refer the Minimum Wages table for the month of -2025

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

Click here to know the deadlines of NOV 2025.

UNION BUDGET 2025

Click here to know key highlights of Income Tax Regime

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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

Sources:

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

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