

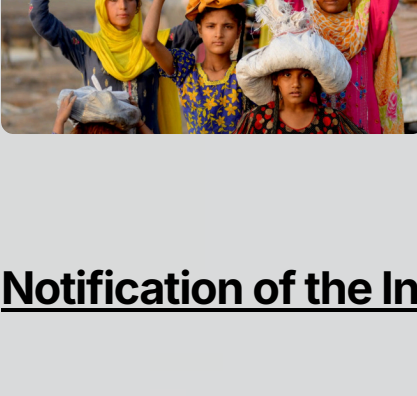


TalEzine - DECEMBER 2025

MONTHLY JOURNAL



Press release on Ministry of Labour & Employment invites public feedback on Draft National Labour & Employment Policy - Shram Shakti Niti 2025



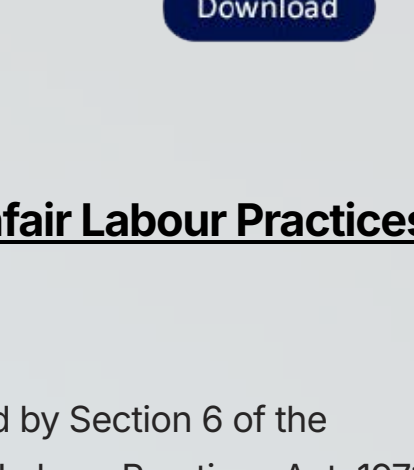
As per the Notification, The Ministry of Labour and Employment, Government of India, has released the draft National Labour & Employment Policy - Shram Shakti Niti 2025 for public consultation. The draft policy presents a renewed vision for a fair, inclusive, and future-ready world of work aligned with the national aspiration of Viksit Bharat at 2047.

Refer the notification dated 08/10/2025

[Download](#)

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

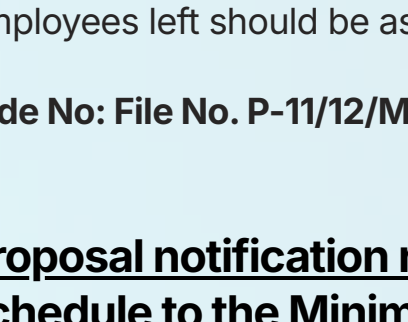
As per the Notification, regards to amend the Industrial Disputes Act, 1947 (Central Act 14 of 1947), in its application to the State of Tripura. In the perspective of this state it is now felt expedient to make state amendments in that Central Act to meet up the gaps as outlined in the priority areas by the Ministry of Home Affairs, Department for Promotion of Industry and Internal Trade and NITI Aayog for Ease of Doing Business and the necessity of systematic Deregulation and Reduction of the Compliance Burden to facilitate infrastructural growth and development in the State.



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Vide No: F.8(10)-Law/Leg-I/2025/ dated on 08/10/2025

Notification under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971



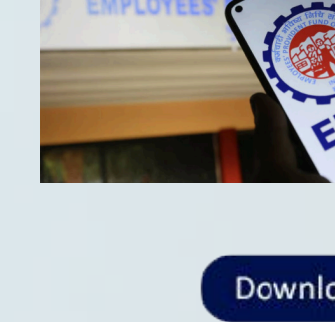
As per the Notification, regards In exercise of the powers conferred by Section 6 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 and in supersession of previous Notifications amended from time to time the Government of Maharashtra hereby declares the Jurisdiction mentioned over the local areas shown respectively

Vide No : ICM 1025/C.R.131/Labour 6 dated on 09/10/2025

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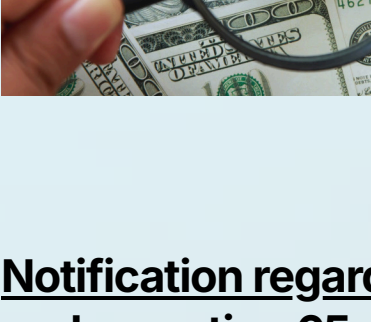
Circular regarding filing monthly contribution showing large no. of tagged employees with zero days in ESI

As per the Notification, regions are requested to analyze the MC data especially in respect of big units where large no. of employees are shown with Zero Contributory Days in the MC and analyze the data in consultation with the employers and the employees left should be asked to be removed from the MC data of such employers



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Proposal notification regarding to include the employment in Online Delivery Services to Part I of the schedule to the Minimum Wages Act, 1948 in Kerala



As per the Notification, Notification regards the Government of Kerala are of the opinion that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) in respect of the employment in 'Online Delivery Services' in the State

Vide No: No.LBRD-E/1/2023-LBRD. Dated on 08/10/2025

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Notification of the Employees Provident Funds (Amendment) Scheme, 2025

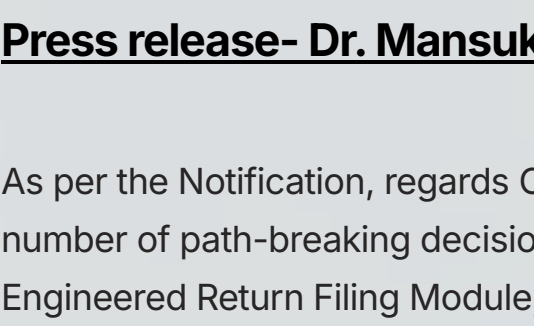
As per the Notification, the Central Government hereby makes the following Scheme further to amend the Employees' Provident Funds Scheme, 1952. The compliance in respect of such declared employees shall commence from the month of this declaration by the employer under the Employees' Enrolment Campaign, 2025 provided that the employees' share of contributions, have not been previously deducted and kept with the employer



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Vide No: G.S.R. 749(E) dated on 08/10/2025

Press release on CPI Numbers for Rural, Urban and Combined for the September 2025



As per the Notification, The Consumer Price Index (CPI) numbers for September 2025 have not yet been officially released, but the headline inflation rate for the month was 1.54%, which is the combined rural and urban rate on a base of 2012=100. Specific figures for rural, urban, and combined CPI are expected to be released by the Ministry of Statistics and Programme Implementation (MOSPI)

Refer the notification dated 13/10/2025

[Download](#)

Notification regarding the exemption for interval of rest under section 55 and working hours for adult under section 65 of the Factories Act,1948

As per the Notification, regards In order to promote the Ease of Doing Business (EODB) and business Reform Action Plan (BRAP) in the State, the exemptions for interval of rest under Section 55 and working hours for adult under Section 65 of the Factories Act, 1948 shall be delivered to respective intended applicants, who has the valid license under the ibid Act, through e- services in online Auto-mode only on the basis of self certification at the departmental web-site of the Labour Department, Haryana in the manner and procedure available therein.



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Vide No: 11/66/2025-4 Lab dated 08/09/2025

Press release-Government Launches Employees' Enrolment Campaign 2025 to Expand Social Security Coverage of Employees



As per the Notification, regards The Ministry of Labour and Employment has announced the 'Employees' Enrolment Campaign, 2025' (EEC 2025), a significant initiative to bring a large number of workers under the ambit of organized social security through EPFO. The scheme shall be operational from November 1, 2025, to April 30,2026. This scheme is a continued effort of the Ministry, after successful similar enrolment campaignconducted in the year 2017 for enrolment of left-out eligible employees from 2009 to 2016.

[Download](#)

Refer the notification dated 13/10/2025

Press release- Dr. Mansukh Mandaviya Chairs 238th meeting of Central Board of Trustees (CBT) ,EPF

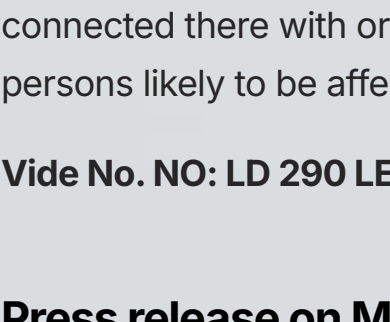
As per the Notification, regards CBT under the chairmanship of Dr. Mandaviya, took a number of path-breaking decisions during the CBT meeting.Dr. Mandaviya Launches Re-Engineered Return Filing Module, Re-Engineered User Management Module, Upgraded e-Office and SPARROW for APAR management.



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Refer the notification dated 13/10/2025

Exemption notification regarding female contract labour working in Factories and Shops & Commercial Establishments which have been granted night shift permissions on auto mode on the basis of self-certification



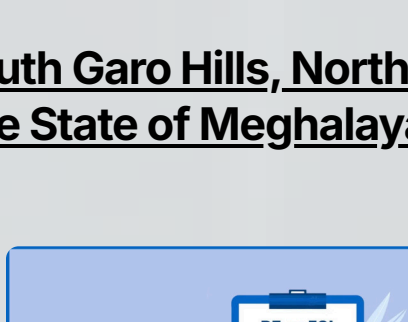
As per the Notification regards, regards In compliance of the Ministry of Labour and Employment, Government of India mandate of Labour Reforms, on the grounds of providing equal opportunity for women workers, gender inclusivity and higher female participation in economic activity; the employment of female contract labour by the contractor during night shifts i.e. 07:00 P.M. to 06:00 A.M. in Factories and 08:00 P.M. to 06:00 A.M. in Shops & Commercial Establishments is allowed under Section 31 of the Contract Labour Act, 1970.

Vide No: 11/69/2025-4Lab.dated on 08/10/2025

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Circular regarding false news circulation of revision of Minimum wages notification

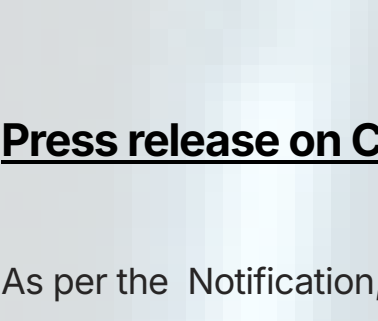
As per the Notification, regards whereas the Government of National Capital Territory of Delhi has last revised minimum rates of wages in Schedule Employments under the Minimum Wages, 1948. And whereas in the above mentioned notification it was stipulated that the Dearness Allowances will be payable on the basis of six monthly average index numbers of January to June and July to December on 1st April and 1st October respectively.



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Vide No: Lab-L011/5/2025-Addl.LC-11-LABOUR DEPARTMENT/3616 dated on 14/10/2025

Exemption notification regarding employment of women during night shifts in All Shops and Commercial Establishments



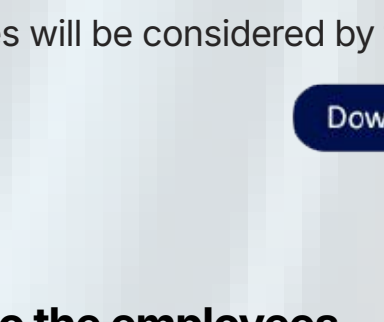
As per the Notification, Whereas, the State Government of Haryana has already included Shops and Commercial Establishments in proviso to clause (iv) of sub rule (2) of Rule 15 of the Punjab Shops and Commercial Establishment Rules, 1958 by issuance of notification to allow them to employ women employee during night shifts i.e. from 08:00 PM to 06:00 AM subject to provisions of Section 28 of the Haryana Shops and Commercial Establishments Act, 1958.

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Vide No: No. 11/26/2025-4Lab. Dated on 13/10/2025

Corrigendum to VDA October 2025 under Central Minimum wages

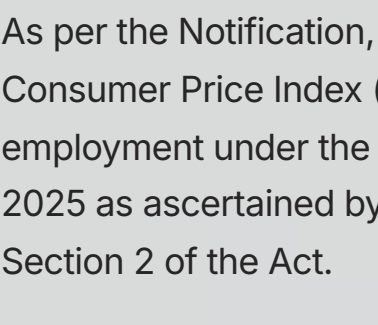
As per the Notification, regards In exercise of the powers conferred by Central Government vide Notification No. S.O. 156(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance for the employees employed in Agriculture w.e.f. 01.10.2025 on the basis of the average Consumer Price Index for Industrial workers reaching 413.52 from 413.424 as on 30.06.2025 (Base 2016:100) and thereby resulting in an increase of 0.096 points which is less than one.



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Vide No: F.No.1(6)/2025-LS.II dated on 14/10/2025

Exemption notification regarding female contract labour working in Factories and Shops & Commercial Establishments which have been granted night shift permissions on auto mode on the basis of self-certification



As per the Notification, That the female contract labour working in Factories and Shops & Commercial Establishments which have been granted night shift permissions on auto mode on the basis of self-certification. Rules, 1975 for the period specified in the said establishments exemption.

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Vide No. 11/69/2025-4Lab. Dated on 08/10/2025

Notification of the Karnataka Domestic Workers (Social Security and Welfare) Bill, 2025

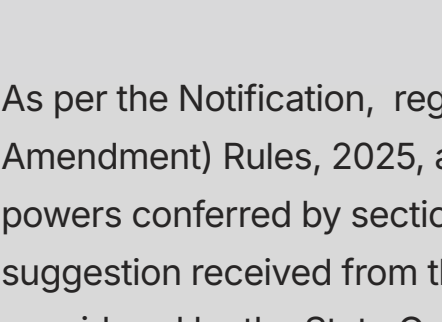
As per the Notification, regards The draft of the The Karnataka Domestic Workers (Social Security and welfare) Bill, 2025 to provide for right to decent conditions of work, social security and welfare of domestic workers in the state of Karnataka and for matters connected there with or incidental thereto is hereby published for the information of all the persons likely to be affected thereby and notice.



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Vide No. NO: LD 290 LET 2025 dated on 15/10/2025

Press release on Ministry of Labour & Employment emphasizes benefits of EPFO Reforms for Ease of Living for crores of members



As per the Notification, regards The EPFO plays a crucial role in ensuring long-term social security for millions of workers in the organized sector. The recent decision of the Central Board of Trustees (CBT) reflects a fine balance between very liberal & simplified withdrawal options for various needs with a decent corpus at the time of retirement and ensures Ease of Living for members.

[Download](#)

Refer the notification dated 15/10/2025

Notification regarding covering the ESI in entire area of the West Garo Hills, South Garo Hills, North Garo Hills, East Garo Hills, South West Garo Hills and West Jaintia Hills districts in the State of Meghalaya

As per the Notification, In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of November, 2025 as the date on which the following provisions of the said Act shall come into force in the entire area of the West Garo Hills, South Garo Hills, North Garo Hills, East Garo Hills, South West Garo Hills and West Jaintia Hills districts in the State of Meghalaya.



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Vide No: S.O. 4744(E) dated on 17/10/2025

Notification regarding covering the ESI in entire area of the Tuensang, Mon, Phek, Kiphire, Peren, Longleng, Shamator, Noklak and Meluri Districts in the State of Nagaland



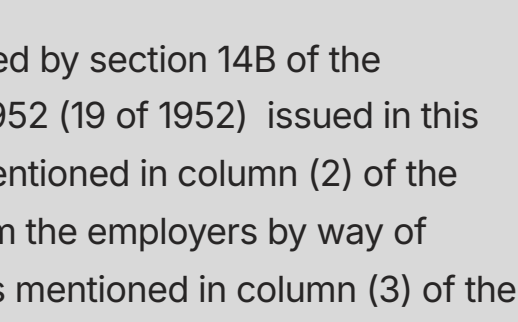
As per the Notification regards In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of November, 2025 as the date on which the following provisions of the said Act shall come into force in the entire area of the Tuen sang, Mon, Phek, Kiphire, Peren, Longleng, Shamator, Noklak and Meluri Districts in the State of Nagaland.

[Download](#)

Vide No: S.O. 4745(E) dated on 17/10/2025

Press release on CPI numbers for Agricultural and Rural Labourers for the month of Sep 2025

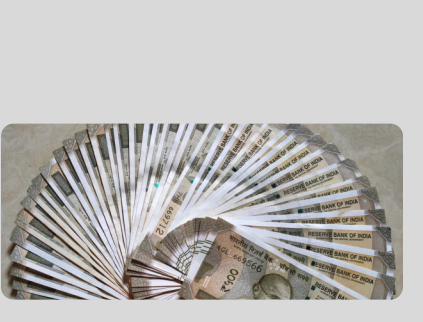
As per the Notification, regards The Labour Bureau, Ministry of Labour & Employment, releases Consumer Price Index Numbers for Agricultural Labourers and Rural Labourers (CPI – AL & RL) with the base year 2019=100 for the month of September 2025. These indices are based on data collected from a set of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



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Refer the notification dated 17/10/2025

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



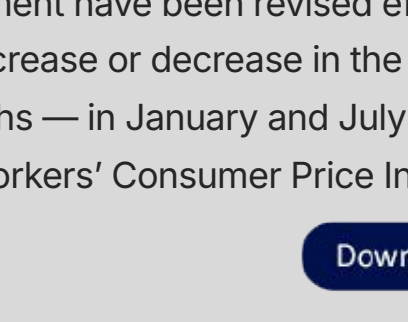
As per the Notification regards further to amend the Kerala Factories Rules, 1957 which the Government of Kerala propose to make, in exercise of the powers conferred under section 112 of the Factories Act, 1948. Notice is hereby given that the said draft rules will be taken up for consideration on or after 45 days from the date of publication of this notification in the Official Gazette and that any objections or suggestions, if any, that be received from any person or firm on or before the date specified above in respect of the said draft rules will be considered by the Government.

[Download](#)

Vide No: No.B2/161/2025/LBR dated on 09/10/2025

Notification regarding Revising the existing minimum rates of wages payable to the employees employed in the Cane and Bamboo Industry sector

As per the Notification, revise the Minimum rates of wages payable to the classes of employees employed in the Cane and Bamboo Industry sector in the State of Kerala, as specified in the schedule below 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.



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Vide No: G.O.(P) No.97/2025/LBR dated on 17/10/2025

Exemption notification of the Factories and establishments engaged in processing re-drying of unmanufactured leaf Tobacco and work incidental in Andhra Pradesh



As per the Notification in the exercise of the powers conferred under Section 87 & 88 read with Section 91 - A of the Employees State Insurance Act, 1948, the Governor of Andhra Pradesh State engaged in processing/ Re - drying of unmanufactured Leaf tobacco and processes incidental and connected therewith from the operation of the said Act from 03.07.2025 to 02.07.2026, subject to usual terms and conditions

[Download](#)

Vide No: G.O.Rt.No.259 dated on 21/10/2025

The Kerala Minimum Wages CPI Notification (Aug 2025)

As per the Notification, regards Government of Kerala published in the Kerala Gazette The Consumer Price Index (Cost of Living Index) Numbers applicable to employees in employment under the Minimum Wages Act (Central Act XI of 1948) for the month of August 2025 as ascertained by the Director General of Economics & Statistics under clause (C) of Section 2 of the Act.

[Download](#)

Vide No: DES/1129/2025-P3(1) dated on 21/10/2025

The Telangana Minimum Wages CPI Notification (Oct 2025)

As per the Notification regards, The Commissioner of Labour Telangana, Hyderabad & the Competent Authority under the Minimum Wages Act 1948, has declared the average State Industrial Workers Consumer Price Index Numbers for the half year ending June 2025.

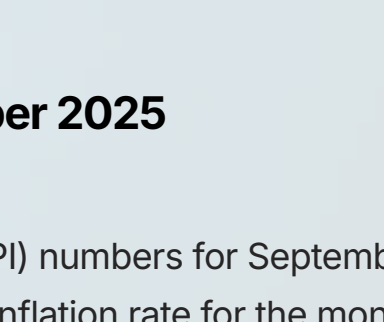
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Refer the notification dated 23/10/2025

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Notification regarding engagement of women workers during night shift in all factories in Jharkhand

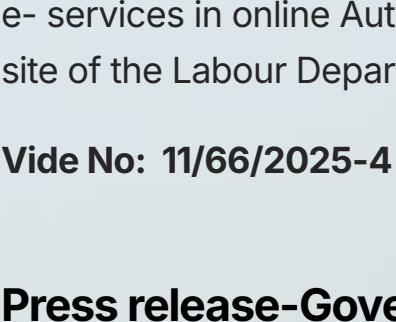
As per the Notification, The following guidelines regarding the proviso to clause (b) of sub-section (1) of section 66 of the Factories Act, 1948 as amended vide the Factories (Jharkhand Amendment) Act, 2025shall be ensured by the Occupier/Factory Manager of a factory for employing women workers in night shift (7:00 p.m. to 6: a.m.)



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Vide No: 7@f0fu0 1040@2025 J0fu0%eq0dk0fu0%652 dated on 24/10/2025

Preliminary amendment notification regarding Inclusion of Automatic External Defibrillators (AED) In Ambulance Room and Occupational Health Centre (OHC) under Telangana Factories Rules, 1950



As per the Notification regards, The Telangana Factories Rules, 1950 - Inclusion of Automatic External Defibrillators (AED) in Ambulance Room and Occupational Health Centre (OHC) Amendment of Preliminary Notification Orders Issued

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Vide No: G.O.Rt. No. 433 dated on 25/10/2025

Notification of the Rajasthan Factories (Amendment) Rules, 2025

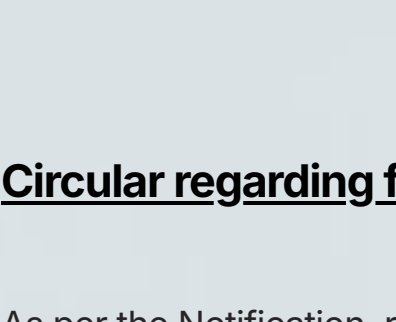
As per the Notification, regards Whereas the draft of the Rajasthan Factories (Draft Amendment) Rules, 2025, amending the Rajasthan Factories Rules, 1951, in exercise of the powers conferred by section 112 of the Factories Act,1948.And whereas, objection and suggestion received from the public in respect of the said draft rules have been duly considered by the State Government.



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Vide No. G.S.R.86 dated on 27/10/2025

Notification of the Employees Deposit Linked Insurance (Second Amendment) Scheme, 2025



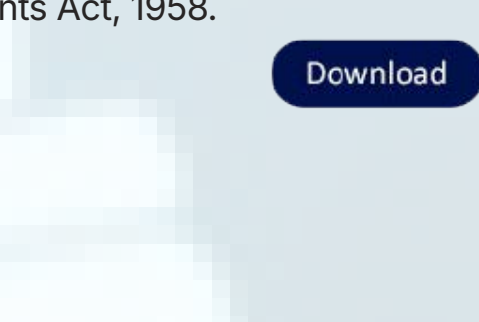
As per the Notification regards, In exercise of powers conferred by section 6C read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the mentioned Scheme further to amend the Employees' Deposit Linked Insurance Scheme, 1976.

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Vide No: G.S.R. 792(E) dated on 27/10/2025

Notification regarding revision of minimum wages for Hotel and Restaurants w.e.f 01st Oct 2025 in Uttar Pradesh

As per the Notification, The Government of Uttar Pradesh has revised the minimum wages for the Hotel and Restaurants industry, effective October 1, 2025, as per a notification dated September 26, 2025.



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Refer the notification dated 26/09/2025

Draft notification of the Maharashtra Private Placement Agencies (Regulation) Rules, 2025



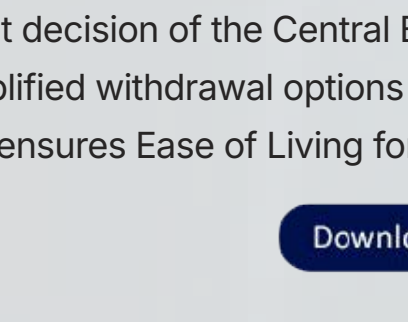
As per the Notification regards the Maharashtra Government of Maharashtra proposes to make in exercise of the powers conferred by section 15 of the Maharashtra Private Placement Agencies (Regulation) Act, 2025 is hereby published as required by the sub-section (1) of section 15 of the said Act, for information of all persons likely to be affected the said draft will be taken into consideration by the Government of Maharashtra.

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Vide No .SDE-2025/CR- 144/Adm-2 dated on 28/10/2025

Notification of the Employees' Pension (Amendment) Scheme, 2025

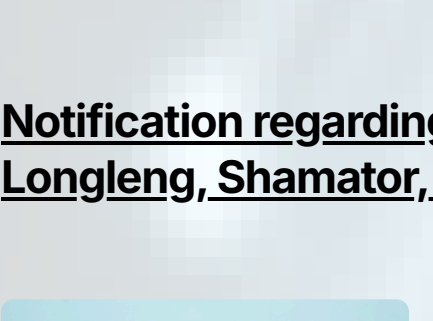
As per the Notification, In exercise of powers conferred by section 6A read with sub-section (1) of section 7 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby makes the following Scheme further to amend the Employees' Pension Scheme, 1995.



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Vide No. G.S.R. 791(E) dated on 27/10/2025

Notification regarding extending the ESI medical benefits to entire area of soreng, Gyalshing and Mangan Districts in state of Sikkim



As per the Notification regards, In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the 1st day of November 2025 as the date on which the following provisions of the said Act shall come into force in the entire area of the Soreng, Gyalshing and Mangan Districts in the State of Sikkim.

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Vide No:S.O. 4915(E) dated on 28/10/2025

Notification of the Kerala Coir's Workers Welfare Cess (Amendment) Act, 2025

As per the Notification, In pursuance of clause (3) of Article 348 of the Constitution of India, the Governor of Kerala is pleased to authorise the publication in the Gazette of the following translation in English language of the Kerala Coir Workers' Welfare Cess (Amendment) Act, 2025 (8 of 2025).



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Vide No. File No.No. P-11/12/Agenda/06/2016 dated on 23/09/2025

Notification under Employees Provident Funds and Miscellaneous Provisions Act, 1952

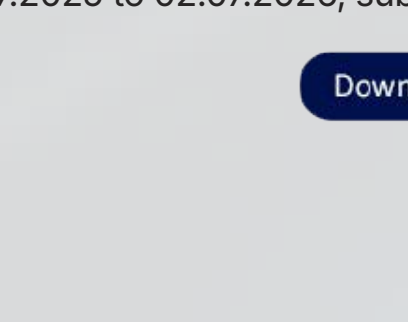
As per the Notification regards, In exercise of the powers conferred by section 14B of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) issued in this regard, the Central Government hereby authorizes the officers mentioned in column (2) of the Schedule mentioned below to exercise the powers to recover from the employers by way of penalty such damages under the said Act for the respective areas mentioned in column (3) of the said Schedule in relation to factories/establishments covered under the provisions of the said Act.

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Vide No: S.O. 4921(E). dated on 29/10/2025

Draft notification of the Punjab Factories (Chandigarh Amendment) Rules, 2025

As per the Notification, The Kerala Department of Economics & Statistics released the 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.



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Vide No. No. 535694-HII(2)-2025/ dated on 28/10/2025

The Tripura Minimum Wages Notification (Oct 2025)



As per the Notification regards, The half yearly average increased Consumer price Index is 63 point for different categories of workers engaged in the employment of, Shops and Establishments" in Tripura as under and directs that the Variable Dearness Allowance shall be payable effect from 01-10-2025 by the employers to the workers/employees employed in the aforesaid reemployment.

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Vide No:F.

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

Minimum Wages Notification - 2025

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

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

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

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

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

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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 Dec 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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